



STATE OF NEBRASKA

2024 Personnel Almanac

NEBRASKA

Good Life. Great Service.

DEPT. OF ADMINISTRATIVE SERVICES

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DEPARTMENT OF ADMINISTRATIVE SERVICES
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NEBRASKA

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Jim Pillen, Governor

Dear Colleagues,

I am pleased to announce the publication of the 2024 State of Nebraska Personnel Almanac. The State Personnel Division releases [The Personnel Almanac](#) every year as a comprehensive report providing statistical information on human capital metrics. The Division compiles the data presented using annual human resources and budgetary data which they aggregate and format into the reports and graphs enclosed. The purpose of the report is to aid policy makers, agency leaders, and human resources professionals in formulating data-informed business strategies and operational decisions.

The State Personnel Division produces this report as part of its strategy to deliver effective, efficient, customer-focused support and consultative services in all aspects of human resources operations including:

- Talent Acquisition and Retention
- Teammate Rewards, Recognition, and Engagement
- Performance Management
- Learning and Development
- Employee Relations and Collective Bargaining

Over the past year, the State Personnel Division built on its history of quality human resources support with an emphasis on the customer. This year's Personnel Almanac demonstrates several noteworthy items including:

- The substantial benefits public servants receive in addition to compensation as part of their total rewards. For a public servant making an average salary of \$62,188, they receive an additional 37% of value from benefits for a total compensation of \$99,024.
- There was a 56% increase in tuition assistance for teammates (p. 118), which shows the significant investment we are making in the development of our people.
- Total turnover decreased by 14% from last year for classified agencies (p. 142).

These are just a few examples of the fantastic work of the State Personnel team to support our public servants and agencies throughout State government. These accomplishments reflect our continued commitment to delivering on Governor Pillen's expectations of effective, efficient, and customer-focused State government for all Nebraskans.

Sincerely,

A blue ink signature of Jason Jackson is written over a white rectangular area.

Jason Jackson
Director, Nebraska Department of Administrative Services

Jason Jackson, Director

Department of Administrative Services

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Section A: Data on Numbers of Employees

Code/Non-Code/Constitutional Agencies

Constitutional¹ Agencies

Attorney General
Board of Pardons/Parole
Coord. Comm. for Postsecondary Ed.
Education
Educational Lands and Funds
Governor
Industrial Relations Commission
Legislature
Lieutenant Governor
Public Service Commission
Secretary of State
State Auditor
State Colleges
State Treasurer
Supreme Court
Tax Equalization & Review Comm.
University of Nebraska
Workers Compensation Court

18 Constitutional Agencies

¹Constitutional agencies are created by the Nebraska State Constitution.

Code² Agencies

Administrative Services
Agriculture
Banking and Finance
Correctional Services
Crime Commission
Economic Development
Environment and Energy
Fire Marshal
Health & Human Services
Insurance
Labor
Military/Emergency Management
Motor Vehicles
Natural Resources
Revenue
State Patrol
Transportation
Veterans Affairs

18 Code Agencies

²Code agencies have directors appointed by the governor.

⁴History Nebraska becomes a code agency 7-18-2024.

Non-Code³ Agencies

Abstracters Board of Examiners
Accountability & Disclosure Comm.
African American Affairs
Arts Council
Barber Examiners Board
Blind & Visually Impaired Commission
Brand Committee
Corn Board
Dairy Industry Development Board
Deaf & Hard of Hearing Commission
Dry Bean Commission
Dry Pea and Lentil Commission
Educational Telecomm. Comm.
Electrical Board
Engineers and Architects Board
Equal Opportunity Commission
Ethanol Board
Foster Care Review Office
Game and Parks Commission
Geologists Board
Grain Sorghum Board
Hemp Commission
History Nebraska⁴
Indian Affairs Commission
Investment Council
Land Surveyor's Board
Landscape Architects Board
Latino-American Commission
Library Commission
Liquor Control Commission
MV Industry Licensing Board
Nebraska Tourism Commission
Oil and Gas Conservation Commission
Parole Board
Power Review Board
Public Accountancy Board
Public Advocacy Commission
Racing & Gaming Commission
Real Estate Commission
Real Property Appraiser Board
Retirement Systems
Wheat Board

42 Non-Code Agencies

³Non-Code Agencies have directors appointed by board or commissions (not by the governor).

Classified/Non-Classified Agencies

58 Classified¹ Agencies

Abstracters Board of Examiners	Hemp Commission ³
Accountability & Disclosure Commission	History Nebraska
Administrative Services	Indian Affairs Commission
African American Affairs	Insurance
Agriculture	Investment Council
Arts Council	Labor
Banking and Finance	Land Surveyor's Board
Barber Examiners Board	Landscape Architects Board
Blind & Visually Impaired Commission	Latino-American Commission
Corn Board	Library Commission
Correctional Services	Liquor Control Commission
Crime Commission	Military/Emergency Management
Dairy Industry Development Board	Motor Vehicles
Deaf & Hard of Hearing Commission	MV Industry Licensing Board
Dry Bean Commission	Natural Resources
Dry Pea and Lentil Commission ²	Nebraska Tourism Commission
Economic Development	Oil and Gas Conservation Commission
Educational Telecommunications Commission	Parole Board
Electrical Board	Power Review Board
Engineers and Architects Board	Public Accountancy Board
Environment and Energy	Racing & Gaming Commission
Equal Opportunity Commission	Real Estate Commission
Ethanol Board	Real Property Appraiser Board
Fire Marshal	Retirement Systems
Foster Care Review Office	Revenue
Game and Parks Commission	State Patrol
Geologists Board	Transportation
Grain Sorghum Board	Veterans Affairs
Health & Human Services	Wheat Board

¹Classified agencies are in the State Personnel System.

19 Non-Classified² Agencies

Attorney General	Public Service Commission
Brand Committee	Secretary of State
Coordinating Commission for Postsecondary Ed.	State Auditor
Education	State Colleges
Education Lands and Funds	State Treasurer
Governor	Supreme Court
Industrial Relations Commission	Tax Equalization and Review Commission
Legislature	University of Nebraska
Lieutenant Governor	Workers Compensation Court
Public Advocacy Commission	

²Non-Classified agencies are outside the State Personnel System in accordance with Nebraska State Statute § 81-1316.

Constitutional Agencies¹ - Permanent FTE Used

Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
Supreme Court	1,576.43	1,543.60	1,506.45	1,548.08	1,536.53	1,494.13	1,442.70	1,439.60	1,356.40	1,325.80
Education	533.00	501.16	491.63	493.03	466.68	484.71	504.76	516.28	516.59	511.18
Legislature	279.05	259.25	272.85	274.10	277.35	261.03	275.15	270.25	281.15	257.98
Attorney General	116.00	110.50	109.25	106.75	106.75	104.75	105.50	109.75	108.50	114.50
Parole Board	77.00	74.00	73.00	71.00	70.00	68.00	70.00	71.00	10.00	9.00
Public Service Commission	57.00	55.00	51.00	52.00	49.88	51.80	47.00	48.75	45.00	46.00
Workers Compensation Court	47.00	44.80	44.30	43.30	45.30	42.63	49.43	47.38	47.75	49.00
State Auditor	44.00	42.80	45.90	43.90	40.65	45.65	40.65	41.75	42.75	43.75
Secretary of State	43.50	41.00	43.00	42.00	40.00	39.00	39.00	39.48	38.00	39.28
State Treasurer	35.95	35.45	38.45	38.95	45.09	46.09	45.34	46.34	48.34	45.34
Educational Lands and Funds	22.00	20.00	21.00	22.00	23.00	23.00	23.00	23.00	24.95	23.00
Governor	10.50	14.00	11.50	10.80	10.48	10.00	12.36	12.00	14.00	14.00
Postsecondary Education	8.50	8.50	9.50	8.50	9.50	9.50	9.50	11.50	12.50	12.50
Tax Equalization and Review Commission	8.00	8.00	7.00	8.00	8.00	8.00	9.00	9.59	8.21	9.81
Commission of Industrial Relations	2.00	2.00	2.00	2.00	2.00	2.00	3.00	3.00	3.00	3.00
Lieutenant Governor	1.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	1.00
Constitutional Agency Totals	2,860.93	2,762.06	2,728.83	2,766.40	2,733.19	2,692.29	2,678.39	2,691.66	2,559.14	2,505.14
% Change from Previous Column	+4%	+1%	-1%	+1%	+2%	+1%	-0%	+5%	+2%	+5%

¹Constitutional Agencies are created by the Nebraska State Constitution.

Source: Workday report 12-31-2023.

Code Agencies¹ - Permanent FTE Used

Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
Health & Human Services	4,735.90	4,530.48	4,231.98	4,474.33	4,426.18	4,438.78	4,544.21	5,234.54	5,488.69	5,468.76
Corrections	2,238.55	2,271.15	1,873.15	2,107.45	2,112.75	2,095.95	2,080.25	2,083.25	2,220.75	2,223.50
Transportation	1,928.80	1,869.40	1,941.20	1,980.30	1,980.30	1,970.05	2,003.10	2,065.10	2,093.75	2,084.05
State Patrol	684.80	677.55	694.00	695.00	681.00	679.00	681.25	699.25	700.25	716.00
Veterans Affairs	681.10	660.78	554.83	613.34	678.87	647.64	588.15	15.00	15.00	17.00
Administrative Services	608.00	615.50	641.00	671.00	690.30	509.05	501.80	490.50	485.50	481.90
Revenue	365.38	369.09	375.14	373.14	366.24	355.61	370.93	392.14	390.49	390.61
Labor	283.30	277.30	312.30	348.50	329.50	354.60	360.85	344.60	338.50	338.60
Environment and Energy	252.00	235.00	242.00	200.75	199.75	192.00	189.25	197.00	201.75	202.75
Motor Vehicles	199.00	199.00	209.00	205.00	203.00	209.00	203.00	196.00	199.00	184.75
Military	169.50	170.75	166.25	179.75	175.00	171.00	163.88	159.50	161.00	192.00
Agriculture	139.50	137.50	137.50	139.85	145.85	143.25	145.25	151.25	148.95	145.95
Economic Development	112.25	100.00	75.00	65.00	59.00	57.00	56.00	60.00	61.00	62.00
Natural Resources	112.00	103.00	103.00	101.50	100.50	106.80	103.00	103.00	94.60	96.00
Insurance	90.60	95.00	86.50	95.00	97.00	101.00	100.00	104.00	104.50	101.50
Fire Marshal	66.00	67.00	67.25	67.25	70.25	59.00	63.00	63.00	63.50	62.55
Banking & Finance	62.00	63.00	61.00	64.00	66.00	68.00	64.00	63.00	65.00	63.00
Crime Commission	43.00	47.00	48.00	50.00	53.00	51.00	46.00	48.45	51.45	48.45
Policy Research Office	5.00	5.80	6.00	7.00	6.00	7.00	6.00	7.00	7.00	4.00
Energy	---	---	---	---	---	15.00	17.00	18.00	17.00	17.00
Aeronautics	---	---	---	---	---	---	---	18.00	19.00	19.00
Code Agency Totals	12,776.68	12,494.30	11,825.10	12,438.16	12,440.49	12,230.73	12,286.92	12,512.57	12,926.67	12,919.37
% Change from Previous Column	+2%	+6%	-5%	-0%	+2%	-0%	-2%	-3%	+0%	-0%

¹Code Agencies have Directors appointed by the Governor.

Source: Workday report 12-31-2023.

Non-Code Agencies¹ - Permanent FTE Used

Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
Game and Parks	458.00	452.50	458.00	459.00	451.00	427.00	415.95	420.50	423.00	424.45
History Nebraska	63.80	62.90	71.15	66.88	68.75	64.98	62.98	68.98	68.48	72.48
Brand Committee	56.00	54.00	56.00	55.00	57.00	49.63	45.00	49.00	54.00	50.00
Retirement Systems	56.00	52.00	49.00	47.00	51.00	50.00	49.00	52.00	51.00	51.00
Educational Telecommunications	45.30	45.80	48.77	49.26	49.99	47.95	50.90	54.05	53.85	56.50
Blind & Visually Impaired Commission	37.88	33.88	35.25	36.13	34.25	46.00	46.25	47.75	46.00	45.75
Library Commission	37.70	38.50	38.50	39.50	39.25	39.00	40.00	40.50	39.95	41.45
Foster Care Review Office	30.00	30.00	28.90	28.90	29.90	28.90	29.57	30.67	29.34	28.04
Equal Opportunity Commission	26.00	26.00	25.00	27.00	27.00	25.00	25.00	27.00	26.00	27.00
Racing & Gaming Commission	24.50	12.50	2.50	2.50	2.50	3.50	3.50	4.00	4.00	4.00
Electrical Board	20.00	19.00	20.00	20.00	18.00	18.00	18.00	19.00	19.00	19.00
Liquor Control Commission	17.30	16.30	17.30	17.30	16.30	17.30	16.30	19.00	20.00	16.00
Deaf & Hard of Hearing Commission	11.88	11.88	13.88	14.50	14.88	13.88	15.00	11.50	13.00	11.00
Arts Council	11.00	10.00	9.00	10.00	10.00	9.00	8.00	10.00	10.00	10.00
Nebraska Tourism Commission	11.00	11.00	11.00	11.00	11.00	11.00	9.00	10.00	11.00	8.00
Oil and Gas Conservation Commission	10.80	8.80	8.80	7.80	7.80	7.80	7.80	7.80	6.80	7.80
Investment Council	8.00	9.00	9.00	9.00	9.00	9.00	10.00	10.00	10.00	9.00
Real Estate Commission	8.00	10.00	10.00	11.00	10.00	10.00	11.00	11.00	11.00	10.00
MV Industry Licensing Board	7.00	8.00	9.00	8.00	8.00	8.00	9.00	9.00	9.00	8.00
Public Advocacy Commission	7.00	7.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00
Accountability & Disclosure	6.00	7.00	8.00	8.00	8.00	7.00	8.00	8.00	8.00	9.00
Corn Board	6.00	6.00	6.00	6.00	6.50	5.00	6.00	6.00	6.00	6.00
Engineers and Architects Board	6.00	7.00	7.00	7.00	7.00	7.00	7.00	7.00	6.00	7.00
Ethanol Board	4.00	4.00	2.00	3.00	3.00	3.00	4.00	4.00	4.00	4.00
Latino-American Commission	3.00	3.00	2.00	3.00	2.00	2.50	2.00	2.50	3.00	3.00
Power Review Board	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Public Accountancy Board	3.00	3.00	3.00	3.00	3.00	3.00	8.00	3.00	3.00	3.00
Real Property Appraiser Board	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Barber Examiners Board	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Indian Affairs Commission	2.00	3.00	3.00	3.00	3.00	2.00	3.00	3.00	3.00	3.00
Wheat Board	2.00	2.00	2.00	2.00	2.75	2.75	2.75	2.75	2.75	2.00
African American Affairs Commission	1.00	0.00	--	--	--	--	--	--	--	--
Dry Bean Commission	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.82	0.82

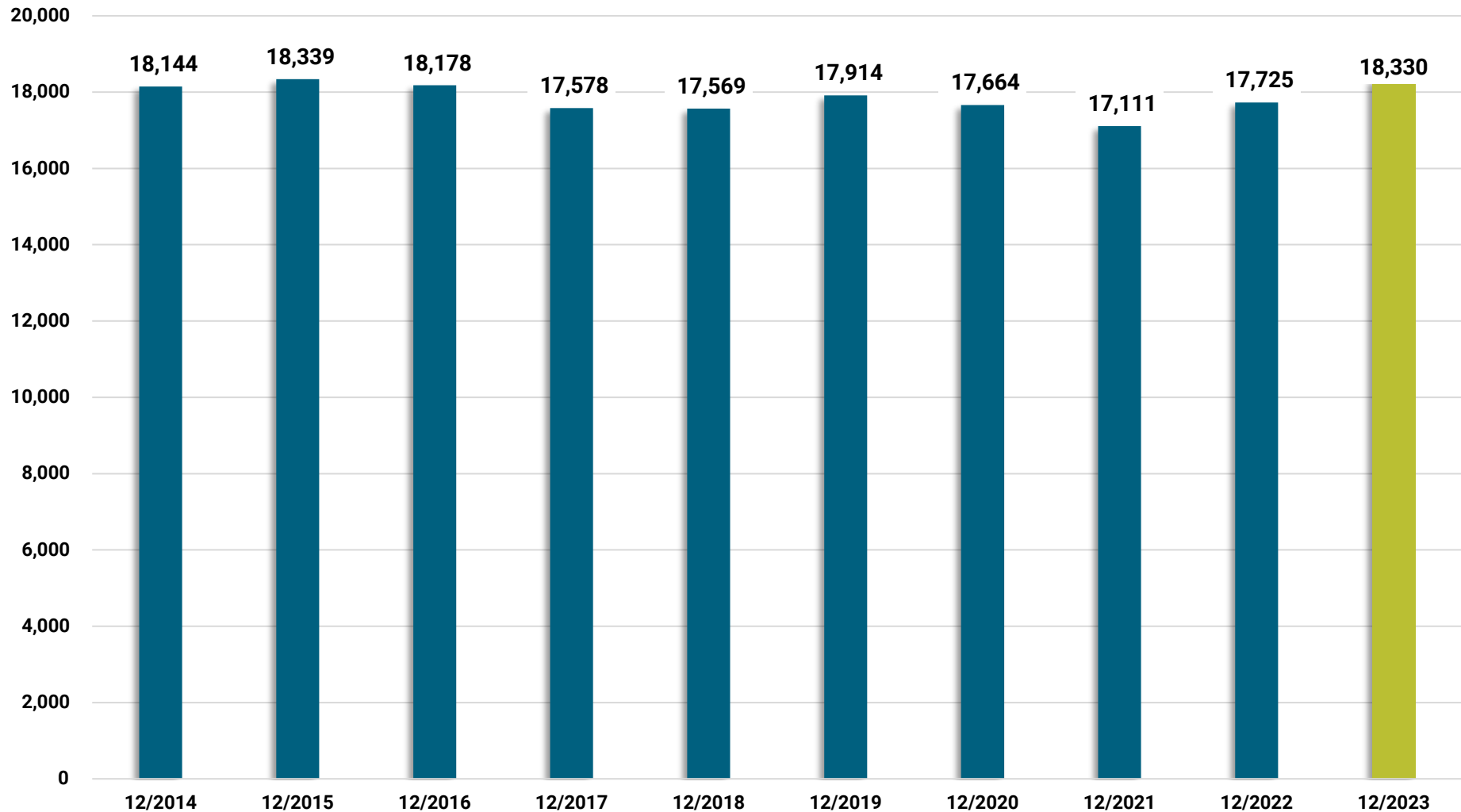
Non-Code Agencies¹ - Permanent FTE Used

Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
Grain Sorghum Board	1.00	1.38	1.00	1.00	1.00	0.00	0.75	0.75	0.65	0.50
Abstracters Board of Examiners	0.25	0.25	0.25	0.25	0.25	0.25	0	0.50	0.50	0.50
Women's Commission							---	---	---	---
NonCode Agency Totals	990.40	964.68	972.30	973.01	969.12	935.42	930.75	956.24	959.13	954.29
% Change from Previous Column	+3%	-1%	-0%	+0%	+4%	+1%	-3%	-0%	+1%	-0%

¹NonCode Agencies have Directors appointed by Boards or Commissions (not the Governor).

Source: Workday report 12-31-2023.

Total Number of Employees¹



¹Includes all employees in the payroll system, including agency temporary, part-time, per diem, and all non-classified positions. Excludes the University of Nebraska, State Colleges, and SOS employees.

Source: Workday report 12-31-2023, excluding Nebraska National Guard temporary assignments.

Total Number¹ of Employees by Agency

2023											
Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
1	Health & Human Services	5,300	5,052	4,723	4,958	4,969	4,993	5,086	5,976	6,279	6,222
2	Corrections	2,250	2,294	1,893	2,124	2,151	2,136	2,107	2,116	2,250	2,254
3	Transportation	2,040	1,950	2,008	2,043	2,026	2,026	2,048	2,112	2,161	2,135
4	Supreme Court	1,618	1,578	1,543	1,587	1,579	1,537	1,485	1,483	1,413	1,383
5	Game and Parks	839	750	800	698	741	713	639	737	672	751
6	Veterans Affairs	801	774	650	735	805	782	747	15	15	17
7	State Patrol	685	678	694	696	682	684	690	708	710	729
9	Administrative Services	615	621	644	675	695	515	510	498	493	490
8	Education	578	549	649	654	728	656	681	907	745	581
10	Revenue	376	378	385	381	374	362	377	399	401	400
11	Labor	335	296	317	356	334	375	382	373	374	378
12	Legislature	292	271	289	286	291	283	296	291	301	275
13	Environment and Energy	270	253	256	213	213	209	207	214	218	221
14	Motor Vehicles	199	199	209	205	203	209	203	196	199	185
15	Military	175	175	171	187	222	181	207	168	172	203
16	Fire Marshal	174	163	172	171	178	156	158	153	160	171
17	Agriculture	142	140	140	142	149	146	148	156	153	149
18	Natural Resources	137	129	129	125	126	133	129	130	123	124
19	Attorney General	130	126	128	129	128	127	121	133	129	127
20	Economic Development	113	100	75	65	59	57	56	60	61	62
21	Insurance	91	96	87	96	98	102	101	105	105	102
22	Brand Committee	79	76	78	79	87	87	89	96	104	99
23	Parole Board	77	74	73	71	70	68	70	71	10	9
24	History Nebraska	65	65	74	68	71	68	67	71	71	78
25	Banking & Finance	62	63	61	64	66	68	64	63	65	63
26	Retirement Systems	62	57	54	51	55	57	56	58	57	57
27	Public Service Commission	57	56	52	53	51	53	47	50	45	46
29	Educational Telecommunications	48	47	52	52	54	53	68	62	62	64
28	State Auditor	48	47	51	45	43	46	44	46	45	46
31	Secretary of State	44	41	44	42	40	39	39	40	39	41
32	Workers Compensation Court	44	46	45	44	46	43	50	48	48	49
30	Blind & Visually Impaired Commission	43	39	41	42	41	53	53	56	53	52
33	Crime Commission	43	47	48	50	53	51	46	49	52	49

Total Number¹ of Employees by Agency

2023		12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
Rank	Agency										
34	Library Commission	38	39	39	40	40	40	41	42	41	43
35	State Treasurer	37	37	40	40	46	47	46	47	49	46
36	Equal Opportunity Commission	33	33	31	34	34	32	32	34	33	33
37	Racing & Gaming Commission	33	20	11	8	5	13	12	6	13	7
38	Foster Care Review Office	30	30	29	29	30	29	30	31	30	29
39	Educational Lands and Funds	29	27	28	29	31	31	31	31	34	31
40	Electrical Board	20	19	20	20	18	18	18	19	19	19
41	Liquor Control	20	19	20	20	19	20	19	19	20	16
43	Governor/Policy Research	18	21	18	18	17	17	19	19	21	18
45	Corn Board	16	16	16	16	16	15	16	16	16	16
46	Engineers and Architects Board	14	14	14	14	15	16	15	15	15	16
47	MV Industry Licensing Board	14	15	17	17	17	17	18	18	18	17
42	Nebraska Tourism Commission	14	11	11	11	11	11	9	10	11	8
49	Oil and Gas Conservation Commission	14	12	11	11	11	11	11	11	10	11
44	Real Estate Commission	14	16	16	17	16	16	17	17	17	16
48	Investment Council	13	14	14	14	14	14	15	15	15	14
50	Deaf & Hard of Hearing Commission	12	12	14	15	15	14	15	12	14	12
52	Arts Council	11	10	9	10	10	9	8	10	10	10
51	Public Accountancy Board	11	12	11	11	11	11	11	12	12	11
54	African American Affairs Commission	10	10	---	---	---	---	---	---	---	---
53	Latino-American Commission	10	9	9	9	11	11	8	11	11	12
56	Ethanol Board	9	10	8	9	9	9	10	11	12	11
57	Indian Affairs Commission	9	17	16	13	15	12	11	13	14	13
55	Postsecondary Education	9	9	10	9	10	10	10	12	13	13
58	Real Property Appraiser Board	8	8	8	8	8	8	8	8	8	8
59	Tax Equalization & Review Commission	8	8	7	8	8	8	9	11	9	10
62	Industrial Relations Commission	7	7	7	7	7	7	8	8	8	8
61	Power Review Board	7	8	8	8	8	8	8	8	8	8
60	Public Advocacy Commission	7	7	8	8	8	8	8	8	8	8
63	Abstracters Board of Examiners	6	5	7	5	6	5	5	6	6	7
64	Accountability & Disclosure	6	7	8	8	8	7	9	9	10	14
65	Barber Examiners Board	5	5	5	5	5	5	5	5	5	5
66	Wheat Board	2	2	2	2	3	3	3	3	3	2

Total Number¹ of Employees by Agency

2023		12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
Rank	Agency										
68	Dry Bean Commission	1	1	1	1	1	1	1	1	1	1
70	Grain Sorghum Board	1	2	1	1	1	0	1	1	1	1
69	Hemp Commission	1	1	---	---	---	---	---	---	---	---
67	Lieutenant Governor	1	2	2	2	2	2	2	2	2	1
---	Energy	---	---	---	---	---	16	18	19	18	18
---	Aeronautics	---	---	---	---	---	---	---	18	19	19
Totals ¹		18,330	17,725	17,111	17,664	17,914	17,569	17,578	18,178	18,339	18,144
% Change from Previous Year		+3%	+4%	-3%	-1%	+2%	-0%	-3%	-1%	+1%	+0%

¹Includes all employees in the payroll system, including agency temporary, part-time, per diem, and all non-classified positions. Excludes the University of Nebraska, State Colleges, and SOS employees.

Source: Workday report 12-31-2023, excluding Nebraska National Guard temporary assignments.

Change in Employee Headcount by Agency Over Previous Year

The differences and percents range from blue (increases) to red (decreases).

2023					
Rank	Agency	12/23	12/22	Difference	Percentage
1	Health & Human Services	5,300	5,052	248	5%
2	Corrections	2,250	2,294	-44	-2%
3	Transportation	2,040	1,950	90	5%
4	Supreme Court	1,618	1,578	40	3%
5	Game and Parks	839	750	89	12%
6	Veterans Affairs	801	774	27	3%
7	State Patrol	685	678	7	1%
9	Administrative Services	615	621	-6	-1%
8	Education	578	549	29	5%
10	Revenue	376	378	-2	-1%
11	Labor	335	296	39	13%
12	Legislature	292	271	21	8%
13	Environment and Energy	270	253	17	7%
14	Motor Vehicles	199	199	0	0%
15	Military	175	175	0	0%
16	Fire Marshal	174	163	11	7%
17	Agriculture	142	140	2	1%
18	Natural Resources	137	129	8	6%
19	Attorney General	130	126	4	3%
20	Economic Development	113	100	13	13%
21	Insurance	91	96	-5	-5%
22	Brand Committee	79	76	3	4%
23	Parole Board	77	74	3	4%
24	History Nebraska	65	65	0	0%
25	Banking & Finance	62	63	-1	-2%
26	Retirement Systems	62	57	5	9%
27	Public Service Commission	57	56	1	2%
29	Educational Telecommunications	48	47	1	2%
28	State Auditor	48	47	1	2%
31	Secretary of State	44	41	3	7%
32	Workers Compensation Court	44	46	-2	-4%
30	Blind & Visually Impaired Commission	43	39	4	10%
33	Crime Commission	43	47	-4	-9%
34	Library Commission	38	39	-1	-3%
35	State Treasurer	37	37	0	0%
36	Equal Opportunity Commission	33	33	0	0%
37	Racing & Gaming Commission	33	20	13	65%
38	Foster Care Review Office	30	30	0	0%
39	Educational Lands and Funds	29	27	2	7%
40	Electrical Board	20	19	1	5%

Change in Employee Headcount by Agency Over Previous Year

The differences and percents range from blue (increases) to red (decreases).

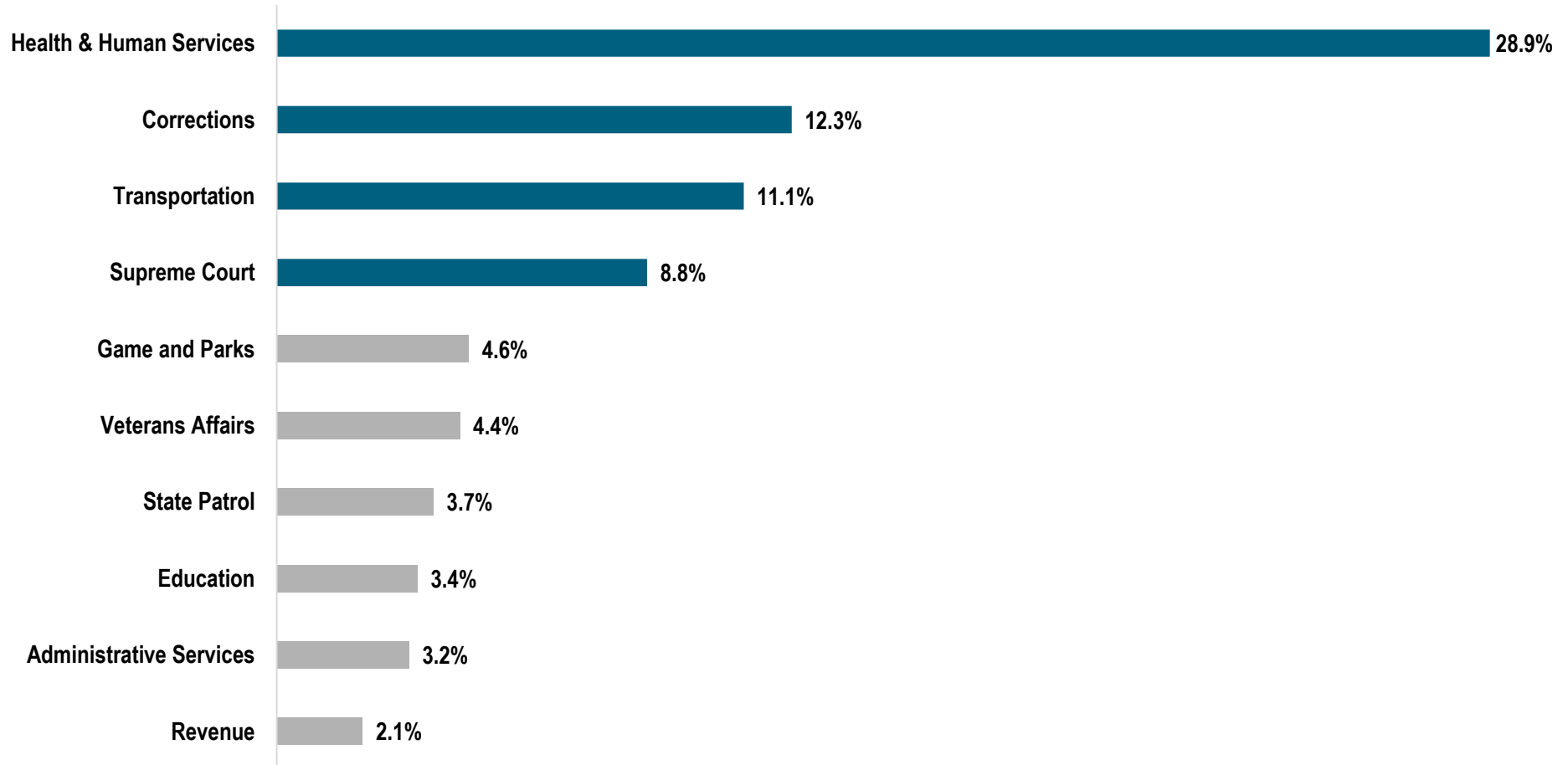
2023					
Rank	Agency	12/23	12/22	Difference	Percentage
41	Liquor Control	20	19	1	5%
43	Governor/Policy Research	18	21	-3	-14%
45	Corn Board	16	16	0	0%
46	Engineers and Architects Board	14	14	0	0%
47	MV Industry Licensing Board	14	15	-1	-7%
42	Nebraska Tourism Commission	14	11	3	27%
49	Oil and Gas Conservation Commission	14	12	2	17%
44	Real Estate Commission	14	16	-2	-13%
48	Investment Council	13	14	-1	-7%
50	Deaf & Hard of Hearing Commission	12	12	0	0%
52	Arts Council	11	10	1	10%
51	Public Accountancy Board	11	12	-1	-8%
54	African American Affairs Commission	10	10	0	0%
53	Latino-American Commission	10	9	1	11%
56	Ethanol Board	9	10	-1	-10%
57	Indian Affairs Commission	9	17	-8	-47%
55	Postsecondary Education	9	9	0	0%
58	Real Property Appraiser Board	8	8	0	0%
59	Tax Equalization & Review Commission	8	8	0	0%
62	Industrial Relations Commission	7	7	0	0%
61	Power Review Board	7	8	-1	-13%
60	Public Advocacy Commission	7	7	0	0%
63	Abstracters Board of Examiners	6	5	1	20%
64	Accountability & Disclosure	6	7	-1	-14%
65	Barber Examiners Board	5	5	0	0%
66	Wheat Board	2	2	0	0%
68	Dry Bean Commission	1	1	0	0%
70	Grain Sorghum Board	1	2	-1	-50%
69	Hemp Commission	1	1	0	0%
67	Lieutenant Governor	1	2	-1	-50%
Total		18,330	17,725	+605	+3%

Excludes the University of Nebraska, State Colleges, and SOS employees.

Source: Workday report 12-31-2023, excluding Nebraska National Guard temporary assignments.

Percentage of Employees by Agency¹

Over 60% of all state workers were employed by the 4 largest agencies



**The 60 smaller agencies not shown comprise 17.6% of state workers.
Based on 18,330 employees on 12/31/2023.**

¹Includes all employees in the payroll system, including agency temporary, part-time, per diem, and all non-classified positions. Total = 18, 330.
Excludes the University of Nebraska, State Colleges, and SOS employees.

Source: Workday report 12-31-2023.

Number of Employees by County

2023											
Rank	County	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
1	Lancaster	9,142	8,969	8,691	8,965	8,921	8,795	8,898	8,984	9,133	8,991
2	Douglas	1,955	1,875	1,678	1,778	1,762	1,693	1,615	1,644	1,682	1,644
3	Madison	804	751	729	740	770	769	753	769	780	747
4	Buffalo*	625	616	541	480	528	393	414	409	389	374
5	Scotts Bluff	526	476	504	491	539	513	494	548	521	486
6	Hall*	466	429	476	602	673	701	687	770	825	828
7	Gage	439	426	404	469	542	599	617	743	785	781
8	Sarpy	428	396	305	313	316	311	306	309	309	320
9	Lincoln	358	354	357	370	384	356	348	365	341	338
10	Johnson	345	362	281	328	331	347	373	402	410	452
11	Dodge	273	259	289	281	302	280	295	314	302	270
12	Adams	223	214	215	215	219	218	226	254	266	267
13	York	215	202	204	213	217	206	209	220	226	218
14	Red Willow	171	166	155	161	153	154	153	146	158	159
15	Platte	168	162	128	139	137	140	155	159	136	133
16	Dawson	162	155	168	168	155	145	151	139	163	155
17	Saunders	147	120	112	119	131	137	129	132	127	141
18	Cass	105	96	131	77	88	74	68	101	83	102
19	Dawes	99	91	90	90	98	86	82	87	85	78
20	Otoe	84	75	73	77	72	68	72	73	85	88
21	Dakota	73	58	63	77	73	73	70	79	80	82
22	Dixon	64	46	48	36	45	50	34	43	38	43
23	Cheyenne	63	61	63	62	52	53	44	46	53	53
24	Box Butte	62	61	63	65	70	70	69	68	77	78
25	Holt	52	52	52	55	50	46	49	50	55	56
26	Keith	52	47	55	52	50	50	52	51	50	54
27	Fillmore	51	55	53	71	86	105	101	112	124	126
28	Seward	46	38	44	48	42	47	51	46	48	49
29	Custer	45	50	58	56	56	57	58	57	63	63
30	Brown	44	47	44	41	45	42	42	46	52	56
31	Knox	44	41	47	37	34	33	32	36	39	36
32	Cherry	39	36	42	41	39	40	39	41	46	56
33	Phelps	38	38	42	40	38	33	38	39	45	45
34	Jefferson	31	29	30	31	33	30	33	31	34	33
35	Washington	30	32	32	29	31	27	22	20	22	21
36	Antelope	27	25	25	26	25	26	24	27	28	30
37	Saline	25	27	25	23	22	22	19	18	18	21
38	Cedar	24	20	22	27	25	22	24	25	29	29
39	Morrill	24	23	23	25	25	26	25	24	28	30
40	Richardson	24	26	23	27	24	21	19	25	23	26
41	Wayne	24	24	21	21	24	23	25	25	27	26
42	Valley	23	22	19	19	20	21	21	20	24	24
43	Thayer	22	22	21	24	22	26	25	25	23	28
44	Deuel	20	17	20	20	22	20	19	18	21	22

Number of Employees by County

2023											
Rank	County	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
45	Howard	20	20	20	22	21	21	19	22	23	24
46	Furnas	18	18	19	19	20	21	20	19	25	20
47	Garfield	18	14	18	18	21	19	17	20	19	18
48	Hamilton	18	17	13	15	17	16	17	14	17	16
49	Nemaha	18	16	17	18	17	17	15	18	20	19
50	Garden	17	10	9	5	5	6	3	5	10	10
51	Kimball	16	17	16	15	17	17	16	16	18	19
52	Pierce	16	16	21	16	12	12	15	17	19	22
53	Cuming	15	16	16	16	17	17	18	18	23	20
54	Kearney	14	13	14	13	14	14	13	8	13	15
55	Butler	13	12	14	13	13	13	13	16	17	17
56	Chase	13	13	17	15	13	13	11	13	15	15
57	Burt	12	12	12	9	7	9	10	11	11	12
58	Boone	11	13	13	11	12	13	12	11	12	12
59	Merrick	10	11	10	10	11	10	9	9	10	10
60	Sherman	10	7	12	10	10	10	10	9	12	9
61	Boyd	9	9	9	9	9	9	9	9	11	11
62	Dundy	9	9	10	10	10	10	10	10	11	11
63	Pawnee	9	7	7	7	8	8	9	9	9	9
64	Polk	9	8	10	10	8	7	7	9	11	11
65	Sheridan	9	10	8	9	9	12	10	13	16	18
66	Colfax	8	8	9	9	8	8	10	10	10	11
67	Hooker	8	7	8	9	8	8	6	8	11	12
68	Nance	8	8	8	8	8	8	8	8	9	9
69	Nuckolls	8	8	8	9	8	8	7	9	11	11
70	Webster	8	8	9	9	9	9	9	9	9	9
71	Gosper	7	8	9	7	7	8	7	8	8	7
72	Hitchcock	7	7	7	7	6	5	4	1	2	2
73	Frontier	6	5	5	6	6	8	5	6	8	8
74	Harlan	6	6	6	7	7	8	8	8	11	10
75	Logan	6	4	5	5	7	6	5	6	6	6
76	Greeley	5	5	6	5	4	5	4	6	8	8
77	Loup	4	4	4	3	3	2	3	2	5	5
78	Rock	4	7	5	6	6	8	6	8	8	7
79	Thomas	4	1	2	4	4	2	1	4	5	7
80	Thurston	4	5	7	6	6	7	8	8	9	9
81	Franklin	3	3	3	2	2	2	2	2	2	2
82	Perkins	3	4	4	4	4	4	4	4	4	5
83	Sioux	3	3	3	3	3	1	3	3	4	4
84	Arthur	2	1	3	2	2	2	2	2	3	4
85	Clay	2	2	2	2	1	1	1	4	7	6
86	Grant	2	2	2	1	3	3	3	3	5	5
87	McPherson	2	2	2	2	2	2	2	2	4	4
88	Stanton	2	2	2	2	2	2	2	2	2	3

Number of Employees by County

2023

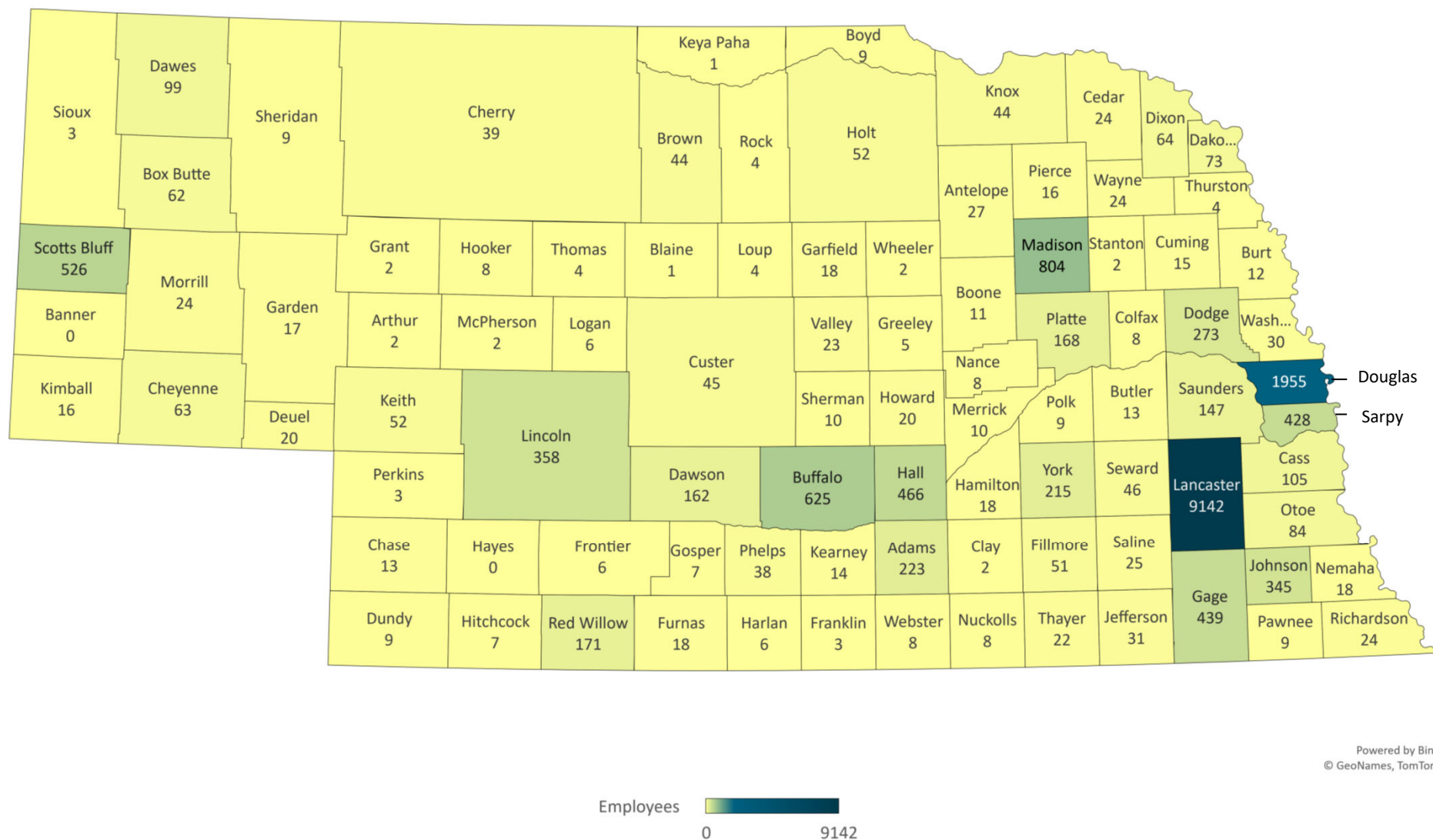
Rank	County	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
89	Wheeler	2	2	1	3	2	3	4	4	4	4
90	Blaine	1	1	1	1	1	1	1	1	1	1
91	Keya Paha	1	3	4	4	4	4	4	4	5	5
92	Banner	0	0	0	0	0	0	0	0	0	0
93	Hayes	0	0	0	0	0	0	0	4	3	3
	Telecommuting	248	250	235	239	229	222	216	226	---	---
Total		18,330	17,725	17,111	17,664	17,914	17,569	17,578	18,178	18,339	18,144
% Change from Previous Year		+3%	+4%	-3%	-1%	+2%	-0%	-3%	-1%	+1%	+0%

* In 2021, location data was updated for the Central Nebraska Veterans Home, which shifted teammates from Hall Co. to Buffalo Co.

Excludes the University of Nebraska, State Colleges, and SOS employees.

Source: Workday report 12-31-2023, excluding Nebraska National Guard temporary assignments.

Number of Employees by County



Does not include "telecommuting" employees not assigned to a base office.

Source: Workday report 12-31-2023, excluding SOS temporary teammates and Nebraska National Guard temporary assignments.

Permanent Part-Time Employees by Agency

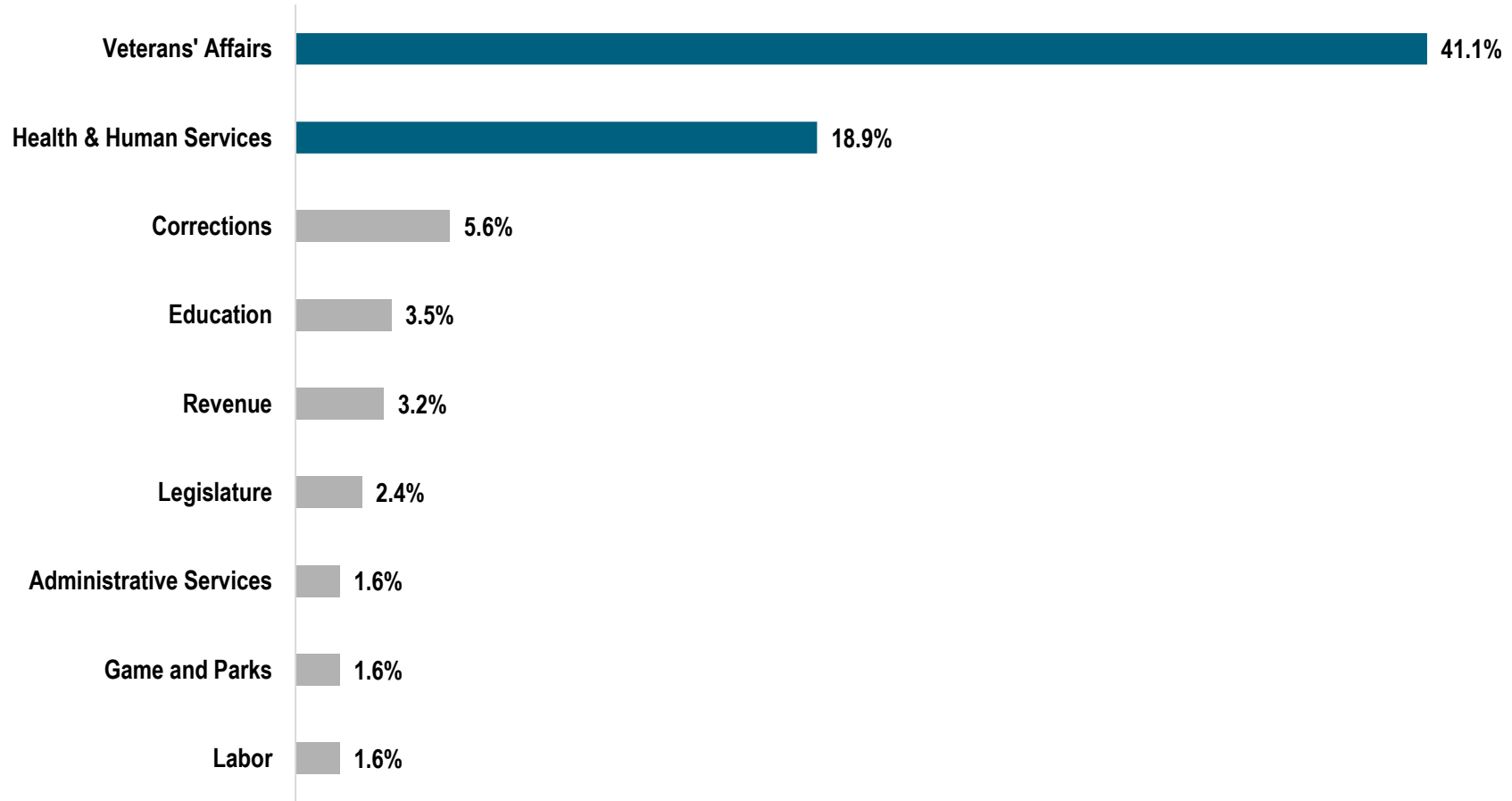
2023		12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
Rank	Agency										
1	Veterans' Affairs	154	134	107	126	127	97	83	0	0	0
2	Health & Human Services	71	88	83	81	92	94	98	211	213	223
3	Supreme Court	40	38	42	41	42	42	40	47	50	48
4	Corrections	21	14	12	13	12	13	11	6	7	10
5	Education	13	14	17	19	24	25	15	16	16	17
6	Revenue	12	7	8	6	6	5	3	5	4	4
7	Legislature	9	10	11	11	11	10	11	13	11	13
8	Administrative Services	6	5	2	2	4	5	6	3	3	7
9	Game and Parks	6	7	6	6	6	8	8	7	8	9
10	Labor	6	4	4	3	3	5	5	5	3	5
11	Educational Telecommunications	5	3	5	5	7	8	5	5	5	4
12	Military	5	6	7	9	11	11	16	12	14	14
13	Transportation	5	5	4	2	2	3	5	5	8	6
14	History Nebraska	3	3	5	2	3	5	5	5	6	10
15	Liquor Control Comm.	3	3	3	3	3	3	3	0	0	0
16	Economic Development**	2	0	0	0	0	0	0	0	0	0
17	State Treasurer	2	3	3	2	2	2	1	1	1	1
18	Abstracters Board of Examiners	1	1	1	1	1	1	0	1	1	1
19	Agriculture	1	1	1	3	3	2	2	2	2	2
20	Blind & Visually Impaired Comm.	1	1	2	2	4	4	4	7	5	3
21	Deaf & Hard of Hearing Comm.	1	1	1	2	1	1	0	1	2	2
22	Governor/Policy Research	1	3	1	1	2	0	1	0	0	0
23	Insurance	1	2	1	2	2	2	2	2	1	1
24	Library Comm.	1	2	2	2	3	4	4	5	3	4
	All Other Agencies	5	9	10	11	15	15	17	23	24	24
Total		375	366	338	355	386	365	345	382	387	408
% Change from Previous Year		+2%	+8%	-5%	-8%	+6%	+6%	-10%	-1%	-5%	-6%

Does not include the University of Nebraska and the State Colleges.

Source: Workday Report 12-31-2023, including "Regular" employees only, not temporary employees.

Percentage of Permanent Part-Time Employees by Agency

Two agencies employed 60% of all permanent, part-time state workers



**The agencies not on the chart employ 20.5% of permanent, part-time state workers.
Based on 375 permanent, part-time employees on 12/31/2023.**

Does not include the University of Nebraska and the State Colleges.

Source: Workday Report 12-31-2023, including "Regular" employees only, not temporary employees.

Temporary Employees by Agency

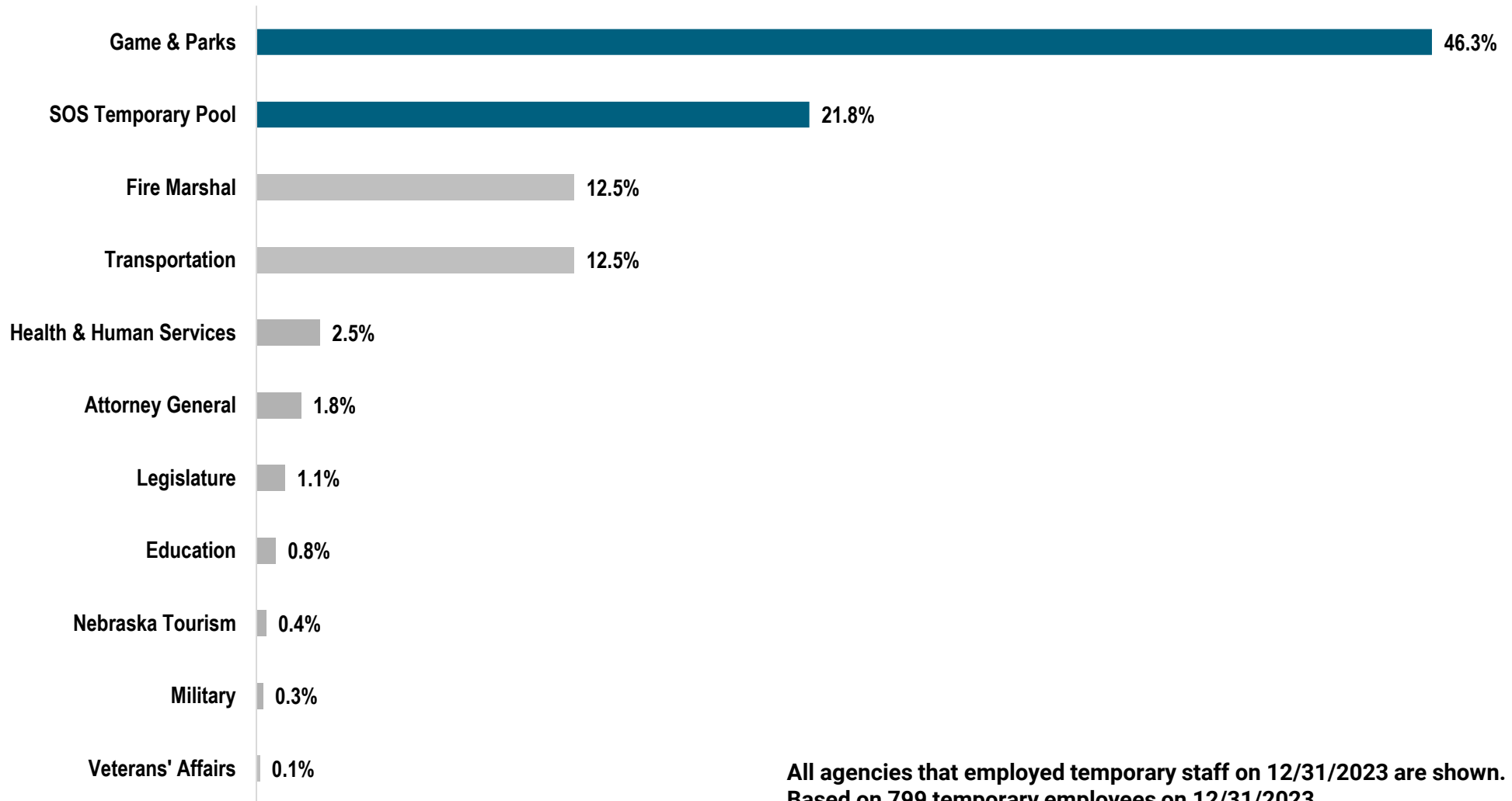
2023		12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
Rank	Agency										
1	Game and Parks	370	285	330	227	278	273	210	305	237	314
2	Fire Marshal	100	88	96	95	99	97	95	90	96	107
3	Transportation	100	70	57	52	36	45	33	34	53	38
4	Health & Human Services	20	7	4	5	4	4	7	16	20	38
5	Attorney General	14	15	18	22	21	22	15	23	20	12
6	Legislature	9	8	12	8	10	18	17	16	16	12
7	Education	6	6	13	15	10	5	1	1	1	1
8	Nebraska Tourism Comm.	3	0	0	0	0	0	0	0	0	0
9	Military	2	0	1	846	39	2	1	0	1	1
10	Veterans' Affairs	1	1	0	1	4	2	3	0	0	0
--	Administrative Services	0	0	0	0	0	1	3	3	4	2
--	Labor	0	0	0	4	2	2	10	10	23	30
--	Historical Society	0	1	0	0	1	0	1	0	0	1
--	Public Service Commi.	0	1	1	1	1	0	0	1	0	0
--	Racing & Gaming Comm.	0	1	2	2	2	2	2	2	3	3
--	State Patrol	0	0	0	1	1	5	8	8	9	12
	All Other Agencies	0	0	2	0	2	3	2	5	8	8
	DAS Personnel's SOS Temporary Employee Pool	174	169	163	185	149	132	147	169	200	196
	Total	799	652	699	1,464	659	613	555	683	691	775
	% Change from Previous Year	+23%	-7%	-52%	+122%	+8%	+10%	-19%	-1%	-11%	+0%

Does not include the University of Nebraska and the State Colleges.

Source: Workday Report 12-31-2023. Corrected totals for 2015 and 2017 from past Almanacs.

Percentage of Temporary Employees by Agency

Game & Parks and the SOS Temporary Pool employed 60% of all temporary state workers



Does not include the University of Nebraska and the State Colleges.

Source: Workday Report 12-31-2023, including "Regular" temporary staff only.

Section B: Salary Data

State Salaries At or Over \$150,000 Per Year

Rank	Title (Count if > 1 with same class & salary)	Agency	Salary
1	Medical Services Director	Health & Human Services	\$420,703
2	Psychiatrist	Health & Human Services	\$352,042
3	Psychiatrist	Health & Human Services	\$345,315
4	Psychiatrist	Health & Human Services	\$341,251
5	Director	Investment Council	\$339,000
6	Physician	Health & Human Services	\$328,180
7	Medical Director	Veterans Affairs	\$313,652
8	Medical Services Director	Health & Human Services	\$308,988
9	Commissioner of Education	Education	\$300,000
10	Medical Services Director	Health & Human Services	\$285,058
11	Physician	Correctional Services	\$281,114
12	Physician	Health & Human Services	\$264,032
13	DHHS Chief Executive Officer	Health & Human Services	\$257,001
14	Medical Epidemiologist	Health & Human Services	\$256,739
15	Commission of Industrial Relations Judge	Industrial Relations Commission	\$247,000
16	DHHS Chief Medical Officer	Health & Human Services	\$240,001
17	Physician	Correctional Services (2)	\$233,399
18	Physician	Correctional Services	\$233,397
19	Director	Postsecondary Education	\$228,740
20	Director	Natural Resources	\$227,702
21	Physician	Correctional Services	\$221,449
22	Assistant Clerk of the Legislature	Legislative Council	\$215,041
23	Portfolio Manager III	Investment Council	\$213,826
24	Supreme Court Judge	Supreme Court (7)	\$212,316
25	Portfolio Manager III	Investment Council	\$208,200
26	Per Diem Employee	Real Property Appraiser Board	\$208,000
27	Appellate Court Judge (6)	Supreme Court	\$201,701
28	Court Administrator	Supreme Court	\$200,206
29	Director	Health & Human Services	\$200,000
30	Executive Secretary/Board Of Educational Lands/Funds	Educational Lands and Funds	\$197,510
31	District Court Judge (57)	Supreme Court	\$196,393
32	Separate Juvenile Court Judge (12)	Supreme Court	\$196,393
33	Workers Compensation Court Judge (6)	Workers Compensation Court	\$196,393
34	Director	Retirement Systems	\$195,000
35	Administrator For Probation Administration	Supreme Court	\$192,500
36	County Judge (59)	Supreme Court	\$191,085
37	Director	Revenue	\$190,002
38	Director	Transportation	\$189,405
39	Deputy Commissioner (2)	Education	\$188,465
40	Counsel for Discipline	Supreme Court	\$187,816
41	Director	Administrative Services	\$186,561
42	Chief Of Staff	Governor	\$185,401
43	Director	Health & Human Services	\$184,889

State Salaries At or Over \$150,000 Per Year

Rank	Title (Count if > 1 with same class & salary)	Agency	Salary
44	Director	State Patrol	\$184,425
45	Dentist	Correctional Services	\$182,809
46	Director	Game & Parks Commission	\$181,628
47	Nurse Practitioner	Health & Human Services	\$180,985
48	Tax Equalization & Review Commissioner (2)	Tax Equalization & Review Commission	\$180,469
49	Nurse Practitioner	Health & Human Services	\$178,880
50	Nurse Practitioner	Health & Human Services	\$177,129
51	Nurse Practitioner	Health & Human Services	\$177,039
52	Dental Health Director	Health & Human Services	\$176,278
53	Psychiatrist	Health & Human Services	\$176,021
54	Psychology Director	Health & Human Services	\$175,616
55	Director	Health & Human Services	\$175,011
56	DAS Division Administrator (2)	Administrative Services	\$175,001
57	State Auditor Division Manager	State Auditor	\$174,767
58	Examiner/Actuarial	Insurance	\$174,000
59	Nurse Practitioner	Health & Human Services	\$173,553
60	Director	Oil and Gas Conservation Commission	\$173,299
61	Director (2)	Environment and Energy	\$173,256
62	DAS Division Administrator	Administrative Services	\$170,774
63	Nurse Practitioner	Health & Human Services	\$169,256
64	IT Manager	Legislative	\$168,158
65	Juvenile Services Administrator	Health & Human Services	\$168,054
66	Nurse Practitioner	Health & Human Services	\$165,934
67	Dentist	Correctional Services	\$164,952
68	Nurse Practitioner (2)	Health & Human Services	\$164,293
69	Transportation District/Division Engineer	Transportation	\$162,159
70	Transportation District/Division Engineer	Transportation	\$162,115
71	Assistant Attorney General	Attorney General	\$161,754
72	Pharmacy Manager	Correctional Services	\$161,402
73	Nurse Practitioner (2)	Health & Human Services	\$161,071
74	Director	Public Advocacy Commission	\$160,800
75	Assistant Attorney General	Attorney General	\$160,795
76	Assistant Attorney General	Attorney General	\$160,676
77	Transportation District/Division Engineer	Transportation	\$160,243
78	Transportation District/Division Engineer	Transportation	\$160,060
79	Transportation District/Division Engineer	Transportation	\$159,842
80	Portfolio Manager II	Investment Council	\$159,806
81	Transportation District/Division Engineer	Transportation	\$159,519
82	State Patrol Major (4)	State Patrol	\$159,380
83	Transportation District/Division Engineer (2)	Transportation	\$159,251
84	Transportation District/Division Engineer (3)	Transportation	\$158,918
85	Transportation District/Division Engineer	Transportation	\$158,848
86	Transportation District/Division Engineer	Transportation	\$158,694
87	Psychology Director	Health & Human Services	\$158,619
88	Transportation District/Division Engineer	Transportation	\$158,529

State Salaries At or Over \$150,000 Per Year

Rank	Title (Count if > 1 with same class & salary)	Agency	Salary
89	Revisor Of Statutes/Bill Drafter	Legislative Council	\$157,525
90	Portfolio Manager II	Investment Council	\$156,293
91	Director I	Public Service Commission	\$156,152
92	Hwy Operations Division Manager	Transportation	\$154,877
93	Transportation District/Division Engineer (2)	Transportation	\$154,877
94	Director	Labor	\$152,684
95	Pharmacist	Veterans Affairs	\$152,287
96	Director	Governor	\$152,152
97	Pharmacy Manager	Health & Human Services	\$151,944
98	Assistant Attorney General	Attorney General	\$151,749
99	Deputy Probation Administrator	Supreme Court	\$150,350
100	Administrative Officer	Education	\$150,264
101	Director	Fire Marshal	\$150,076
102	Director	Banking and Finance	\$150,062
103	Director	Insurance	\$150,062
104	Capitol Manager	Administrative Services	\$150,001
105	Judicial Branch Chief Information Officer	Supreme Court	\$150,000

Excludes the University of Nebraska and State Colleges.

Source: Workday report 4-15-2024, excluding Discretionary Non-Classified positions.

Elected Officer Salary Information

Salaries Set by State Statutes

Governor	\$105,000
Attorney General	\$95,000
State Treasurer	\$85,000
State Auditor	\$85,000
Lieutenant Governor	\$75,000
Secretary of State	\$85,000
Public Service Commissioners	\$75,000

Agency Director Salary Information

Constitutional Agency Directors

Agency	04/24 Salary
Education	\$300,000
Educational Lands and Funds	\$197,510
Industrial Relations Commission	\$108,000
Legislature	\$149,500
Postsecondary Education	\$228,740
Public Service Commission	\$156,152
Supreme Court	\$122,791
Tax Equalization & Rev. Comm.	\$148,621
Workers' Compensation Court	\$129,781

Code Agency Directors

Agency	04/24 Salary
Administrative Services	\$186,561
Agriculture	\$132,833
Banking & Finance	\$150,062
Corrections	\$220,501
Crime Commission	\$106,694
Economic Development	\$214,951
Environment and Energy	\$173,256
Fire Marshal	\$150,076
Health and Human Services	\$200,000
Insurance	\$150,062
Labor	\$152,684
Military	\$139,050
Motor Vehicles	\$141,174
Natural Resources	\$227,702
Policy Research/Gov's Office	\$152,152
Revenue	\$190,002
State Patrol	\$184,425
Transportation	\$189,405
Veterans Affairs	\$146,330

Non-Code Agency Directors

Agency	04/24 Salary
Abstracters Board of Examiners (PT)	\$15,722
Accountability & Disclosure	\$119,995
Arts Council	\$100,000
Barber Examiners Board	\$64,777
Blind & Visually Impaired Comm.	\$116,370
Brand Committee	\$110,000
Corn Board	\$138,663
Deaf & Hard of Hearing Comm. ¹	\$79,040
Electrical Board	\$129,709
Engineers and Architects Board	\$98,053
Equal Opportunity Commission	\$102,600
Ethanol Board	\$125,002
Foster Care Review Office	\$142,064
Game and Parks Commission	\$181,628
Grain Sorghum Board	\$53,165
History Nebraska ¹	\$100,000
Indian Affairs Commission	\$98,107
Investment Council	\$339,000
Latino-American Commission	\$81,110
Library Commission	\$117,137
Liquor Control Commission	\$118,724
MV Industry Licensing Board	\$113,027
Nebraska Tourism Commission	\$133,838
Oil and Gas Conservation Comm.	\$173,299
Parole Board	\$98,430
Power Review Board	\$121,785
Public Accountancy Board	\$115,132
Public Advocacy Commission	\$160,800
Racing & Gaming Commission	\$125,000
Real Estate Commission	\$137,962
Real Property Appraiser Board	\$101,772
Retirement Systems	\$195,000
Wheat Board	\$133,759

¹Director positions that were unfilled 4-15-2024 list salaries from 6-6-2023.

Source: Workday report 4-15-2024.

Personal Service (Salary and Benefits) Expenditures by Agency¹

2023		FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Rank	Agency					
1	Health & Human Services	\$349,120,188	\$311,560,910	\$296,193,365	\$283,742,240	\$279,887,321
2	Corrections	\$236,213,716	\$172,410,017	\$128,622,457	\$159,228,680	\$150,202,585
3	Transportation	\$153,299,424	\$150,093,263	\$153,370,263	\$147,525,970	\$144,793,121
4	Supreme Court	\$136,520,434	\$129,718,094	\$123,851,899	\$120,146,993	\$111,467,345
5	State Patrol	\$69,668,275	\$67,845,034	\$54,826,756	\$62,946,706	\$60,802,204
6	Administrative Services	\$59,368,937	\$58,621,713	\$61,558,990	\$58,179,055	\$44,532,670
7	Veterans Affairs	\$56,366,265	\$46,117,155	\$35,581,311	\$43,477,825	\$40,225,822
8	Game and Parks	\$46,437,726	\$44,261,245	\$43,850,978	\$40,897,340	\$39,751,890
9	Education	\$41,651,343	\$40,584,387	\$40,963,261	\$36,182,443	\$37,613,686
10	Revenue	\$28,265,594	\$28,083,029	\$27,687,530	\$25,957,740	\$25,402,732
11	Environmental and Energy	\$19,420,735	\$18,668,960	\$16,292,829	\$15,662,933	\$14,656,739
12	Legislature	\$18,614,413	\$17,984,472	\$18,524,632	\$17,671,671	\$17,278,103
13	Labor	\$18,521,898	\$20,793,715	\$22,945,598	\$21,386,114	\$21,853,268
14	Motor Vehicles	\$12,542,320	\$12,620,921	\$12,522,786	\$12,110,261	\$12,360,517
15	Military	\$12,388,980	\$35,082,464	\$74,130,634	\$12,517,322	\$11,047,124
16	Attorney General	\$10,926,946	\$10,513,000	\$9,955,593	\$9,725,574	\$9,285,900
17	Agriculture	\$10,596,752	\$10,438,728	\$10,796,224	\$10,394,644	\$10,155,728
18	Natural Resources	\$8,936,003	\$8,529,391	\$8,522,944	\$8,217,055	\$8,338,482
19	Insurance	\$8,090,084	\$7,683,496	\$8,259,219	\$8,012,600	\$7,955,606
20	Economic Development	\$8,061,078	\$6,487,552	\$5,339,448	\$4,932,394	\$4,559,295
21	Parole Board	\$5,796,134	\$5,338,720	\$5,155,204	\$4,684,231	\$4,575,726
22	Banking & Finance	\$5,732,030	\$5,873,787	\$5,881,146	\$5,651,765	\$5,837,412
23	Fire Marshal	\$5,631,400	\$5,495,821	\$5,535,113	\$5,273,431	\$4,585,754
24	Public Service Commission	\$4,783,746	\$4,532,708	\$4,502,196	\$4,239,441	\$4,108,293
25	Workers Compensation Court	\$4,560,084	\$4,405,739	\$4,174,390	\$4,234,938	\$3,982,957
26	State Auditor	\$4,355,366	\$4,230,180	\$3,990,497	\$3,663,459	\$3,592,535
27	Brand Committee	\$4,255,685	\$4,299,932	\$4,236,830	\$4,192,511	\$4,062,631
28	History Nebraska	\$4,248,293	\$4,760,852	\$4,597,579	\$4,416,689	\$4,070,027
29	Educational Telecommunications	\$4,211,890	\$4,219,396	\$4,221,566	\$4,166,880	\$4,007,460
30	Crime Commission	\$3,579,422	\$3,563,510	\$3,763,977	\$3,585,047	\$3,417,260

Personal Service (Salary and Benefits) Expenditures by Agency¹

2023						
Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
31	Secretary of State	\$3,262,234	\$3,064,283	\$2,824,308	\$2,581,116	\$2,511,605
32	Retirement Systems	\$3,219,052	\$3,078,985	\$3,171,033	\$3,063,656	\$3,019,998
33	State Treasurer	\$3,204,927	\$3,209,297	\$3,208,581	\$3,352,923	\$3,237,879
34	Library Commission	\$2,984,379	\$2,835,986	\$2,772,147	\$2,571,643	\$2,552,132
35	Educational Lands and Funds	\$2,549,165	\$2,295,468	\$2,297,116	\$2,301,813	\$2,236,362
36	Blind & Visually Impaired Commission	\$2,473,331	\$2,487,859	\$2,657,784	\$2,544,068	\$2,954,945
37	Foster Care Review Office	\$2,345,083	\$2,273,546	\$2,130,866	\$1,984,790	\$1,937,237
38	Governor/Policy Research	\$1,688,516	\$1,787,365	\$1,731,729	\$1,532,983	\$1,538,246
39	Equal Opportunity Commission	\$1,677,402	\$1,633,861	\$1,739,576	\$1,688,237	\$1,625,559
40	Investment Council	\$1,623,309	\$1,561,082	\$1,552,636	\$1,415,889	\$1,351,547
41	Electrical Board	\$1,537,183	\$1,550,041	\$1,431,889	\$1,272,044	\$1,265,555
42	Racing & Gaming Commission	\$1,188,619	\$523,354	\$302,263	\$280,292	\$316,543
43	Liquor Control Commission	\$1,042,214	\$1,094,825	\$1,080,289	\$982,651	\$964,042
44	Postsecondary Education	\$1,025,970	\$1,050,577	\$1,002,672	\$1,006,966	\$988,981
45	Nebraska Tourism Commission	\$932,947	\$913,500	\$848,637	\$853,116	\$813,957
46	Public Advocacy Commission	\$897,682	\$991,838	\$1,001,324	\$959,092	\$947,705
47	Oil and Gas Conservation Commission	\$878,210	\$718,981	\$667,951	\$622,367	\$694,619
48	Deaf & Hard of Hearing Commission	\$854,275	\$887,284	\$847,874	\$842,437	\$804,160
49	Real Estate Commission	\$754,579	\$769,852	\$790,413	\$773,029	\$771,255
50	Tax Equalization & Review Commission	\$720,723	\$729,954	\$735,269	\$701,845	\$675,117
51	Arts Council	\$716,946	\$709,495	\$712,327	\$672,292	\$649,154
52	MV Industry Licensing Board	\$637,065	\$676,252	\$606,105	\$595,454	\$576,509
53	Accountability & Disclosure	\$566,438	\$586,812	\$609,359	\$568,232	\$565,491
54	Corn Board	\$507,715	\$518,225	\$540,916	\$503,569	\$519,637
55	Engineers and Architects Board	\$484,881	\$422,803	\$443,488	\$447,688	\$460,339
56	Ethanol Board	\$368,499	\$317,870	\$299,978	\$281,558	\$355,988
57	Power Review Board	\$326,109	\$315,102	\$326,070	\$296,533	\$297,902
58	Public Accountancy Board	\$272,465	\$260,586	\$258,288	\$247,453	\$234,791
59	Real Property Appraiser Board	\$241,913	\$237,913	\$230,550	\$215,376	\$202,760
60	Indian Affairs Commission	\$238,724	\$237,853	\$216,888	\$201,618	\$188,746

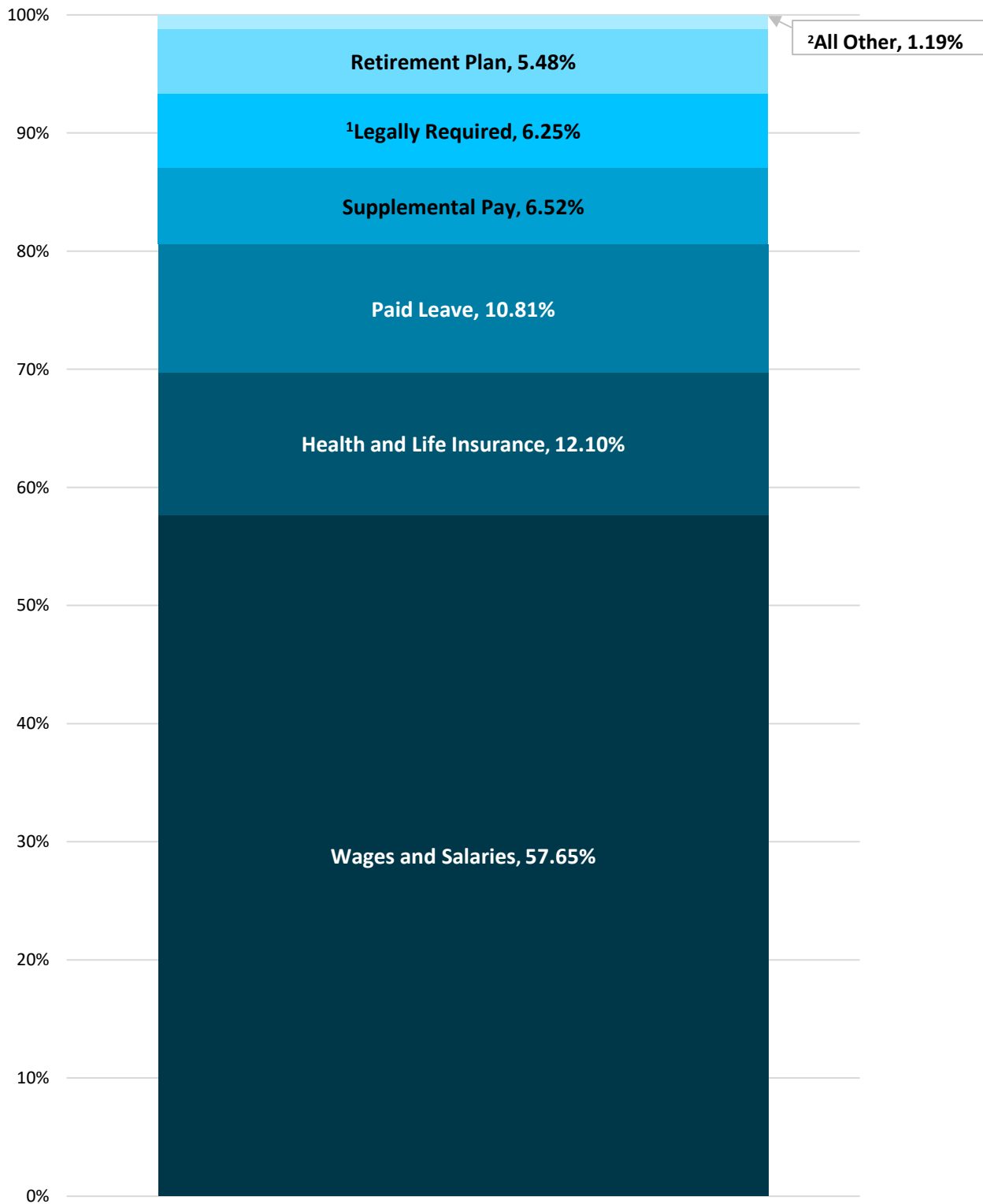
Personal Service (Salary and Benefits) Expenditures by Agency¹

2023		FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Rank	Agency					
61	Wheat Board	\$214,530	\$199,449	\$228,454	\$212,399	\$221,902
62	Industrial Relations Commission	\$189,751	\$183,741	\$182,089	\$181,826	\$222,924
63	Latino-American Commission	\$148,992	\$140,464	\$207,778	\$185,942	\$163,219
64	Barber Examiners Board	\$135,835	\$124,383	\$118,957	\$120,552	\$122,354
65	Lieutenant Governor	\$114,111	\$123,462	\$122,714	\$124,405	\$121,382
66	Grain Sorghum Board	\$68,211	\$60,660	\$60,621	\$53,356	\$79,646
67	Dry Bean Commission	\$66,558	\$64,569	\$63,250	\$58,935	\$62,562
68	African American Affairs Commission	\$31,691	\$27,899	---	---	---
69	Abstracters Board of Examiners	\$17,844	\$18,104	\$18,704	\$17,385	\$15,311
---	Energy	--	--	--	--	\$1,088,610
Sub-Total		\$1,392,373,239	\$1,283,501,771	\$1,237,896,108	\$1,179,339,482	\$1,131,766,864
State Colleges		\$81,856,496	\$77,552,091	\$75,323,226	\$73,530,042	\$71,603,488
University of Nebraska		\$1,536,164,358	\$1,461,630,989	\$1,406,057,809	\$1,389,121,916	\$1,342,681,712
Grand Total		\$3,010,394,093	\$2,822,684,851	\$2,719,277,143	\$2,641,991,440	\$2,546,052,064
% Change from Previous Year		+7%	+4%	+3%	+4%	+1%
% of Total Expenditures		17%	18%	18%	21%	21%

¹Personal Services Expenditures include all employee costs (salaries + benefits).

Source: Annual Budgetary Report FY2023; Schedule of Total Personal Service Expenditures by Agency - All Funds.

Salary and Benefits Spending Percentages

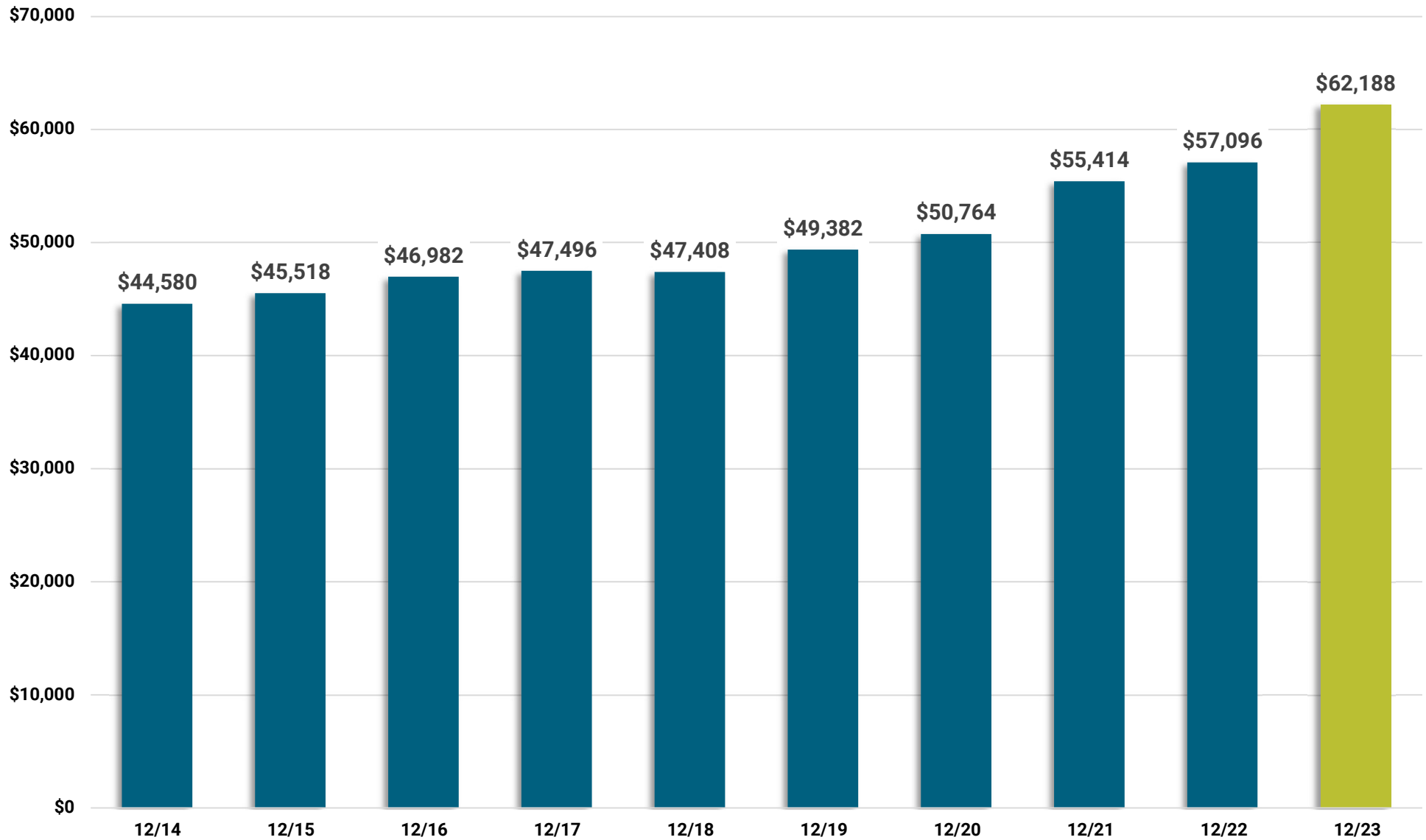


¹Legally Required: Includes FICA, unemployment insurance, and workers compensation premiums.

²All Other: The balance of Personal Services spending not included elsewhere.

Source: Budget Status report 06-30-2023, excluding the University of Nebraska and State Colleges.

Average Salary History



Source: Workday Report 12-31-2023, including "Regular" (full-time and part-time) employees only, not temporary employees.

Average Annual Salary by Agency¹

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
1	Investment Council	\$167,766	\$146,279	\$141,021	\$138,533	\$127,198	\$118,095	\$109,363	\$108,280	\$101,984	\$101,029
2	Public Advocacy Commission	\$113,126	\$102,573	\$100,597	\$97,703	\$95,900	\$93,285	\$93,285	\$92,534	\$90,776	\$89,687
3	Tax Equalization & Review Comm.	\$99,229	\$70,695	\$76,765	\$70,635	\$68,852	\$65,742	\$64,513	\$52,663	\$53,420	\$55,880
4	Postsecondary Education	\$97,634	\$91,134	\$88,687	\$87,703	\$80,462	\$77,480	\$78,285	\$73,515	\$69,869	\$68,126
5	Wheat Board	\$93,508	\$86,657	\$83,453	\$81,285	\$60,831	\$60,738	\$59,509	\$57,893	\$55,678	\$69,651
6	Attorney General	\$91,015	\$83,361	\$80,310	\$77,819	\$75,244	\$72,962	\$70,331	\$67,404	\$63,856	\$62,290
7	Educational Lands and Funds	\$89,274	\$83,853	\$83,387	\$79,416	\$75,707	\$73,595	\$72,900	\$71,948	\$65,850	\$68,948
8	Governor/Policy Research	\$87,659	\$74,583	\$70,007	\$68,347	\$61,457	\$61,694	\$62,575	\$67,825	\$67,191	\$65,646
9	Workers Compensation Court	\$85,276	\$79,526	\$78,308	\$75,923	\$73,493	\$71,392	\$67,216	\$68,031	\$66,576	\$62,141
10	African American Affairs Comm.	\$85,001	\$0	\$0	---	---	---	---	---	---	---
11	State Auditor	\$84,353	\$77,185	\$73,255	\$69,366	\$67,672	\$63,287	\$62,324	\$63,042	\$61,544	\$60,513
12	Industrial Relations Commission	\$81,000	\$66,630	\$64,689	\$63,420	\$61,994	\$58,500	\$46,876	\$46,415	\$45,325	\$45,599
13	Ethanol Board	\$79,673	\$72,042	\$59,779	\$69,761	\$68,193	\$70,050	\$68,384	\$71,108	\$68,441	\$66,936
14	Indian Affairs Commission	\$78,264	\$59,666	\$56,839	\$52,283	\$50,710	\$58,780	\$49,522	\$48,427	\$35,578	\$38,297
15	Banking & Finance	\$77,664	\$70,334	\$71,085	\$68,271	\$65,474	\$64,094	\$65,439	\$67,194	\$63,357	\$62,560
16	State Patrol	\$77,647	\$66,101	\$64,647	\$62,869	\$61,037	\$59,187	\$58,754	\$58,580	\$57,296	\$54,905
17	Power Review Board	\$76,949	\$69,690	\$67,654	\$66,306	\$64,815	\$62,418	\$62,418	\$61,800	\$60,351	\$57,422
18	Lieutenant Governor	\$75,000	\$62,981	\$62,238	\$61,754	\$61,209	\$60,333	\$60,333	\$56,445	\$52,839	\$75,000
19	Corn Board	\$73,613	\$69,826	\$67,943	\$65,870	\$56,825	\$69,408	\$61,967	\$58,632	\$58,159	\$54,925
20	State Treasurer	\$73,539	\$64,052	\$59,667	\$57,264	\$54,300	\$52,966	\$48,969	\$48,425	\$46,431	\$44,778
21	Public Service Commission	\$73,008	\$67,451	\$65,873	\$64,102	\$62,660	\$60,173	\$61,775	\$60,237	\$58,477	\$56,349
22	Supreme Court	\$72,330	\$64,949	\$61,367	\$59,403	\$58,323	\$55,199	\$55,735	\$54,962	\$54,688	\$53,459
23	Public Accountancy Board	\$71,429	\$67,277	\$62,948	\$61,396	\$60,015	\$54,979	\$54,952	\$53,949	\$56,463	\$54,724
24	Natural Resources	\$70,327	\$64,895	\$63,526	\$62,286	\$61,209	\$57,981	\$58,026	\$56,381	\$55,828	\$53,420
25	Oil and Gas Conservation Comm.	\$69,748	\$70,383	\$66,767	\$62,900	\$59,263	\$63,224	\$62,461	\$61,843	\$66,404	\$59,225
26	Insurance	\$67,790	\$62,246	\$62,952	\$61,205	\$60,194	\$57,316	\$57,952	\$57,673	\$57,704	\$55,976
27	Corrections	\$67,371	\$63,183	\$62,323	\$48,143	\$45,291	\$43,352	\$43,313	\$42,149	\$40,203	\$39,701
28	Administrative Services	\$67,277	\$63,193	\$60,854	\$59,137	\$58,340	\$58,069	\$57,848	\$57,339	\$56,093	\$54,375
29	Racing & Gaming Commission	\$67,026	\$70,741	\$84,377	\$68,736	\$66,429	\$57,734	\$57,734	\$71,288	\$69,102	\$67,582
30	Education	\$66,305	\$60,138	\$58,334	\$57,914	\$57,013	\$54,182	\$53,376	\$52,800	\$50,691	\$49,456
31	Real Estate Commission	\$66,285	\$57,112	\$52,085	\$52,186	\$53,495	\$21,221	\$49,439	\$48,949	\$47,745	\$47,161
32	Economic Development	\$65,730	\$64,268	\$64,772	\$63,518	\$62,458	\$58,688	\$58,160	\$58,865	\$54,173	\$54,513

Average Annual Salary by Agency¹

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
33	Environment and Energy	\$63,733	\$59,566	\$57,793	\$58,880	\$58,465	\$57,183	\$57,947	\$57,636	\$56,170	\$55,871
34	Foster Care Review Office	\$63,659	\$59,940	\$59,426	\$50,908	\$50,722	\$47,275	\$46,380	\$45,791	\$44,072	\$42,316
35	Secretary of State	\$62,560	\$58,617	\$54,164	\$51,509	\$48,096	\$46,660	\$45,476	\$43,788	\$43,110	\$41,217
36	Accountability & Disclosure	\$62,300	\$59,763	\$56,869	\$55,619	\$54,405	\$50,785	\$52,869	\$52,346	\$51,119	\$55,920
37	Nebraska Tourism Commission	\$61,787	\$57,398	\$56,080	\$54,594	\$53,038	\$51,011	\$51,461	\$46,301	\$47,672	\$46,817
38	Fire Marshal	\$61,594	\$56,835	\$54,772	\$54,428	\$52,811	\$51,789	\$50,878	\$50,471	\$49,595	\$47,546
39	Library Commission	\$61,145	\$57,253	\$55,019	\$49,903	\$48,632	\$46,882	\$47,206	\$46,668	\$46,170	\$46,050
40	Real Property Appraiser Board	\$60,834	\$57,192	\$55,225	\$53,194	\$51,870	\$50,319	\$49,755	\$49,262	\$47,351	\$46,141
41	Parole Board	\$60,502	\$58,137	\$53,381	\$51,685	\$49,704	\$48,125	\$47,931	\$46,340	\$60,995	\$57,701
42	Transportation	\$60,447	\$53,538	\$51,587	\$50,409	\$49,473	\$47,186	\$47,293	\$46,499	\$45,381	\$43,161
43	Engineers and Architects Board	\$59,077	\$51,296	\$47,465	\$44,939	\$45,526	\$44,601	\$44,260	\$43,930	\$43,982	\$42,671
44	Crime Commission	\$58,975	\$54,285	\$52,603	\$52,962	\$50,549	\$49,022	\$50,228	\$49,961	\$48,374	\$47,192
45	Revenue	\$58,224	\$55,337	\$53,742	\$52,826	\$51,628	\$50,180	\$50,843	\$50,165	\$48,827	\$48,290
46	Electrical Board	\$58,093	\$53,709	\$53,540	\$52,501	\$49,031	\$47,089	\$45,257	\$44,954	\$43,668	\$45,917
47	Game and Parks	\$57,875	\$54,402	\$53,125	\$51,437	\$50,401	\$49,274	\$49,725	\$49,675	\$48,887	\$47,520
48	Agriculture	\$57,698	\$55,233	\$53,648	\$52,668	\$52,577	\$51,284	\$51,242	\$51,760	\$51,286	\$50,598
49	Legislature	\$57,453	\$49,475	\$48,534	\$48,937	\$48,422	\$47,804	\$47,739	\$47,473	\$46,285	\$47,341
50	Educational Telecommunications	\$57,407	\$54,797	\$51,456	\$50,120	\$48,382	\$45,241	\$48,162	\$49,318	\$48,404	\$48,290
51	Latino-American Commission	\$57,023	\$48,104	\$53,286	\$47,141	\$51,780	\$39,028	\$49,806	\$38,539	\$43,268	\$45,510
52	MV Industry Licensing Board	\$56,477	\$57,884	\$53,082	\$52,915	\$51,641	\$50,189	\$50,476	\$49,917	\$48,680	\$48,307
53	Health & Human Services	\$56,256	\$52,158	\$50,916	\$44,993	\$43,866	\$42,255	\$42,380	\$41,288	\$39,884	\$39,451
54	Dry Bean Commission	\$55,829	\$52,129	\$50,124	\$47,736	\$45,901	\$44,564	\$43,056	\$42,630	\$34,138	\$34,796
55	Arts Council	\$55,526	\$56,812	\$56,695	\$53,619	\$52,413	\$51,989	\$49,237	\$50,500	\$49,112	\$51,673
56	Blind & Visually Impaired Comm.	\$55,083	\$50,661	\$49,194	\$48,787	\$47,519	\$45,003	\$45,630	\$44,089	\$44,287	\$43,332
57	Labor	\$54,995	\$48,432	\$46,618	\$45,297	\$45,114	\$44,226	\$44,780	\$45,177	\$44,387	\$43,299
58	Military	\$54,398	\$50,157	\$47,393	\$43,398	\$41,822	\$40,191	\$39,684	\$39,962	\$38,911	\$38,250
59	Grain Sorghum Board	\$53,165	\$33,101	\$52,158	\$50,640	\$46,037	\$0	\$51,319	\$50,811	\$43,004	\$33,143
60	Barber Examiners Board	\$52,896	\$48,591	\$48,215	\$43,553	\$43,165	\$42,542	\$42,542	\$40,661	\$38,463	\$37,187
61	History Nebraska	\$52,868	\$49,211	\$50,380	\$49,241	\$47,289	\$43,855	\$44,201	\$45,783	\$45,285	\$41,799
62	Brand Committee	\$51,311	\$49,302	\$44,652	\$45,121	\$43,475	\$42,643	\$44,251	\$44,143	\$43,192	\$41,441
63	Retirement Systems	\$50,329	\$47,053	\$45,284	\$45,282	\$44,664	\$42,990	\$42,556	\$42,889	\$41,952	\$40,324
64	Equal Opportunity Commission	\$50,100	\$47,275	\$46,179	\$45,949	\$45,301	\$44,876	\$44,891	\$44,110	\$44,365	\$43,871

Average Annual Salary by Agency¹

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
65	Veterans Affairs	\$48,987	\$46,347	\$46,972	\$38,004	\$37,184	\$35,373	\$35,857	\$40,044	\$41,317	\$32,352
66	Motor Vehicles	\$48,305	\$45,048	\$42,953	\$41,763	\$41,106	\$40,407	\$40,382	\$40,943	\$40,440	\$40,617
67	Deaf & Hard of Hearing Comm.	\$48,144	\$47,137	\$45,728	\$43,134	\$43,417	\$41,885	\$42,511	\$40,909	\$39,644	\$39,185
68	Liquor Control	\$44,641	\$42,051	\$40,099	\$39,289	\$38,219	\$36,130	\$36,174	\$35,599	\$36,888	\$38,506
69	Abstracters Board of Examiners	\$15,722	\$15,722	\$15,722	\$15,722	\$15,722	\$15,722	\$0	\$22,137	\$21,618	\$21,299
---	Energy	---	---	---	---	---	\$51,441	\$56,469	\$55,118	\$53,830	\$53,530
---	Aeronautics	---	---	---	---	---	---	---	\$57,296	\$55,817	\$54,636
	State Average	\$62,188	\$57,096	\$55,414	\$50,764	\$49,382	\$47,408	\$47,496	\$46,982	\$45,518	\$44,580
	% Change from Previous Year	+9%	+3%	+9%	+3%	+4%	-0%	+1%	+3%	+2%	+2%

¹Average salary reflects the make-up of an agency. For example, one agency might have a higher count of clerical or laboring employees while another has a higher count of professional or managerial employees. Agencies will have different ratios of part-time staff which will also affect the average salary figure.

Source: Workday Report 12-31-2023, including "Regular" (full-time and part-time) employees only, not temporary employees.

Temporary Salary Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Game and Parks	\$9,689,116	\$8,129,358	\$8,183,485	\$7,630,865	\$7,898,958
2	Administrative Services (with SOS temps)	\$5,264,435	\$4,669,991	\$5,165,328	\$4,134,241	\$3,678,657
3	Transportation	\$2,179,440	\$1,794,663	\$2,017,690	\$1,910,174	\$1,576,459
4	Health & Human Services	\$1,802,641	\$1,384,632	\$1,255,712	\$1,172,307	\$1,253,552
5	Veterans' Affairs	\$809,807	\$661,283	\$569,474	\$903,405	\$1,331,409
6	Education	\$509,077	\$730,919	\$449,510	\$688,333	\$740,080
7	Attorney General	\$169,626	\$188,917	\$172,459	\$191,549	\$223,352
8	Fire Marshal	\$122,807	\$119,123	\$137,615	\$86,998	\$96,268
9	Legislature	\$121,313	\$114,076	\$183,112	\$129,381	\$151,610
10	Nebraska Tourism Commission	\$99,149	\$101,008	\$30,987	\$92,143	\$126,932
11	Military	\$61,170	\$127,062	\$889,015	\$1,241,951	\$620,029
12	Corrections	\$47,091	\$46,643	\$32,996	\$46,789	\$55,906
13	State Auditor	\$37,970	\$44,828	\$12,730	\$10,820	\$11,911
14	History Nebraska	\$36,127	\$35,034	\$8,680	\$27,191	\$16,810
15	Agriculture	\$16,881	\$16,396	\$17,147	\$23,000	\$18,018
16	Corn Board	\$11,360	\$12,122	\$15,114	\$6,481	\$14,275
17	Public Service Commission	\$8,110	\$17,696	\$10,926	\$14,983	\$8,316
18	Racing & Gaming Commission	\$345	\$26,510	\$0	\$1,985	\$0
19	Revenue	\$122	\$480	\$0	\$0	\$0
---	Labor	\$0	\$0	\$31,394	\$3,366	\$130,806
---	All Other Agencies	\$0	\$13,931	\$37,784	\$50,434	\$131,919
Totals ¹		\$20,986,587	\$18,234,674	\$19,221,156	\$18,366,396	\$18,085,268
% Change from Previous Year		+15%	-5%	+5%	+2%	-2%
% of All State Personal Services ²		0.7%	0.6%	0.7%	0.7%	0.7%

¹Includes data from all state agencies except the University of Nebraska and the State Colleges.

²Percentage of all state agency salaries and benefits expenditures, including the University of Nebraska and the State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Code 511200).

Employee Recognition & Awards Expenditures by Agency

2023						
Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Supreme Court	\$3,263,853	\$4,230,398	\$123,175	\$115,925	\$40,875
2	Transportation	\$2,853,594	\$401,666	\$8,495	\$10,250	\$10,980
3	Health & Human Services	\$2,744,343	\$1,093,825	\$541	\$21,460	\$250
4	Veterans' Affairs	\$993,993	\$1,245,675	\$451,781	\$879,469	\$396,988
5	Workers Compensation Court	\$33,300	\$71,600	\$0	\$0	\$0
6	Corrections	\$16,700	\$17,900	\$16,314	\$352,345	\$16,580
7	Game and Parks	\$14,500	\$6,500	\$40,000	\$15,900	\$14,000
8	Brand Committee	\$14,278	\$41,168	\$156,918	\$21,390	\$21,295
9	Electrical Board	\$10,000	\$1,000	\$500	\$0	\$1,000
10	Education	\$8,500	\$3,500	\$6,500	\$23,769	\$3,000
11	Banking & Finance	\$7,850	\$8,050	\$11,950	\$10,850	\$153,150
12	Insurance	\$7,300	\$5,200	\$6,500	\$113,700	\$5,600
13	Labor	\$6,250	\$2,500	\$13,231	\$3,387	\$0
14	Revenue	\$6,250	\$4,525	\$5,375	\$4,375	\$2,375
15	State Patrol	\$4,675	\$3,000	\$5,000	\$3,000	\$3,000
16	Agriculture	\$4,100	\$11,875	\$17,000	\$1,665	\$1,432
17	Real Estate Commission	\$3,852	\$0	\$0	\$0	\$0
18	Governor/Policy Research	\$3,500	\$0	\$0	\$0	\$0
19	Environment and Energy	\$2,600	\$2,563	\$2,850	\$3,750	\$1,750
20	Natural Resources	\$2,098	\$2,050	\$1,800	\$2,345	\$1,000
21	Administrative Services	\$2,025	\$5,670	\$2,167	\$5,919	\$8,405
22	Parole Board	\$1,850	\$3,500	\$0	\$787	\$0
23	Equal Opportunity Commission	\$1,500	\$0	\$0	\$0	\$200
24	History Nebraska	\$1,125	\$1,000	\$1,500	\$1,000	\$200
25	Crime Commission	\$1,000	\$1,000	\$0	\$749	\$0
26	Economic Development	\$1,000	\$1,000	\$0	\$675	\$2,687
27	Military	\$1,000	\$1,500	\$3,150	\$1,500	\$2,000
28	Motor Vehicles	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
29	Public Accountancy Board	\$1,000	\$1,500	\$0	\$0	\$2,500
30	Retirement Systems	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
31	State Treasurer	\$1,000	\$1,000	\$0	\$0	0
32	Blind & Visually Impaired Commission	\$970	\$1,000	\$500	\$1,000	\$1,000

Employee Recognition & Awards Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
33	Deaf & Hard of Hearing Commission	\$500	\$500	\$500	\$0	0
34	Library Commission	\$500	\$0	\$0	\$0	0
35	Real Property Appraiser Board	\$500	\$1,000	\$1,000	\$0	\$0
36	Power Review Board	\$400	\$400	\$0	\$0	\$0
---	All Other Agencies	\$0	\$1,500	\$500	\$500	\$250
Totals ¹		\$10,017,906	\$7,175,564	\$879,247	\$1,597,710	\$692,517
% Change from Previous Year		+40%	+716%	-45%	+131%	+366%
% of All State Personal Services ²		0.333%	0.254%	0.032%	0.060%	0.027%

¹Includes data from all state agencies except the University of Nebraska and the State Colleges.

²Percentage of all state agency salaries and benefits expenditures, including the University of Nebraska and the State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Codes 511700, 511701, 511702, 511703).

Nebraska State Employees - NAPE/AFSCME¹ Pay Increase History

Fiscal Year	Increase (Effective on July 1 unless noted otherwise)
2024-25	7/1/24 – 2% market adjustment to all classifications. Movement of 3 steps on pay line for satisfactory performance for calendar year 2023.
2023-24	7/1/23 – Special market wage adjustments for specific classifications of 10%, 15% or 20%. General 5% market adjustment to those not specifically listed. Movement of 2 steps on pay line for satisfactory performance for calendar year 2022.
2022-23	7/1/22 – Special market wage adjustment of 2% for all classifications not listed in Article 11.2.3 of the 2021-23 Labor Contract and October 2021 Letter of Agreement. Movement of one step on pay line for satisfactory performance for calendar year 2021 for all teammates and classifications.
2021-22	11/8/21 – 20% or 30% Pay Line Adjustment and Pay Increases for Select Classifications; Implementation of a \$3/hour Pay Differential for Specified 24/hour Facilities 7/1/21 – Implementation of 40 step pay plans; Movement of 2 Steps on Pay Line for Satisfactory Performance
2020-21	7/1/20 – 2% Pay Increase and 0.3% Pay for Performance (Potential Total of 2.3% Increase)
2019-20	2.0% Increase, if met performance requirements eligible for a 2.3% increase (for employees covered by the NAPE/AFSCME Labor Contract)
2018-19	0.25% Longevity/Performance Increase (for employees covered by the NAPE/AFSCME Labor Contract who attained years of service divisible by 5 between 07/01/17-06/30/2018) 01/01/2019 1.5% Increase (for employees covered by the NAPE/AFSCME & FOP #88 Labor Contract) ²
2017-18	1% increase (for employees covered by the NAPE/AFSCME Labor Contract)
2016-17	2.4% increase (for employees covered by the NAPE/AFSCME Labor Contract)
2015-16	2.25% increase (for employees covered by the NAPE/AFSCME Labor Contract)
2014-15	2.25% increase (for employees covered by the NAPE/AFSCME Labor Contract)
2013-14	2.25% increase (for employees covered by the NAPE/AFSCME Labor Contract)
2012-13	2% increase (for employees covered by the NAPE/AFSCME Labor Contract)
2011-12	0% Increase (for employees covered by the NAPE/AFSCME Labor Contract)
2010-11	2.5% Increase (for employees covered by the NAPE/AFSCME Labor Contract, excluding the "E" Unit)
2009-10	2.9% Increase (for employees covered by the NAPE/AFSCME Labor Contract, excluding the "E" Unit)
2008-09	NAPE/AFSCME bargaining units "A", "C", "E", "H", "I", "M", "S" and "X" market adjustments that vary by classification, then 2.5% anniversary increase if had not already reached maximum for classification. "P" bargaining unit 4.5% Step Increases
2007-08	NAPE/AFSCME bargaining units "A", "C", "E", "H", "I", "M", "S" and "X" market adjustments that vary by classification, then 2.5% anniversary increase if had not already reached maximum for classification. "P" bargaining unit 2.5% Increase
2006-07	3.25% increase (for employees covered by the NAPE/AFSCME Labor Contract)
2005-06	3% increase (for employees covered by the NAPE/AFSCME Labor Contract); Step Plan Eliminated.
2004-05	2% increase (for employees covered by the NAPE/AFSCME Labor Contract)
2003-04	1.5% increase (for employees covered by the NAPE/AFSCME Labor Contract)
2002-03	2.0% for salary grade 9 & below and 1.5% for salary grade 10 & above on 7-1-2002 and 1 step increase given 1-1-2003. (for employees covered by the NAPE/AFSCME Labor Contract) "E" Bargaining Unit - 3% on 7-1-02 and 1 step increase given 1-1-03
2001-02	2.0% for salary grade 9 & below and 1.5% for salary grade 10 & above on 7-1-2001 and 1 step increase given 1-1-2002. (for employees covered by the NAPE/AFSCME Labor Contract) "E" Bargaining Unit - 2.75% on 7-1-01 and 1 step increase given 1-1-02)

Nebraska State Employees - NAPE/AFSCME¹ Pay Increase History

Fiscal Year	Increase (Effective on July 1 unless noted otherwise)
2000-01	2% increase on 7-1-2000 and 1 step increase given 1-1-2001 (for employees covered by the NAPE/AFSCME Labor Contract)
1999-00	2% increase on 7-1-99; Step plan implemented on 1-1-2000 & employees placed on closest step corresponding with their current salary (if current salary between steps, placed on next highest step) (for employees covered by the NAPE/AFSCME Labor Contract)
1998-99	2.75% (for employees covered by the NAPE/AFSCME Labor Contract)
1997-98	2.75% (for employees covered by the NAPE/AFSCME Labor Contract)
1996-97	3.5% (for employees covered by the NAPE/AFSCME Labor Contract)
1995-96	4% (for employees covered by the NAPE/AFSCME Labor Contract)
1994-95	\$500 if salary is less than \$45,000 (July 1, 1994) plus service anniversary date increase of \$100 for employees with minimum of 10 yrs of service
1993-94	\$300 if salary is less than \$45,000 (January 1, 1994) plus service anniversary date increase of \$100 for employees with minimum of 10 yrs of service
1992-93	3% plus service anniversary date increase of
	1.5% for employees with at least satisfactory service
	2.5% for employees with at least satisfactory service, a minimum of ten years service, and a rate below the midpoint rate of the salary grade
1991-92	3% plus service anniversary date increase of
	1.5% for employees with at least satisfactory service
	2.5% for employees with at least satisfactory service, a minimum of ten years service, and a rate below the midpoint rate of the salary grade
1990-91	4% plus service anniversary date increase of
	1.5% for employees with satisfactory service
	2.5% for employees with above satisfactory service
1989-90	4% plus service anniversary date increase of
	1.5% for employees with satisfactory service
	2.5% for employees with above satisfactory service
1988-89	4% plus 2% to 4% on service anniversary date
	2% for employees with at least satisfactory service and a rate below the midpoint rate of the salary grade
	3% for employees with at least satisfactory service and a rate at or above the midpoint rate of the salary grade
	1% additional for employees with above satisfactory service
1987-88	3%
1986-87	3%
1985-86	3%
1984-85	5%
1983-84	3% (March 1, 1984)
1982-83	5% (January 1, 1983)
1981-82	9%
1980-81	8%
1979-80	7%

Nebraska State Employees - NAPE/AFSCME¹ Pay Increase History

Fiscal Year	Increase (Effective on July 1 unless noted otherwise)
1978-79	6.5% (July 1, 1978--5%; January 1, 1979--1.5%)
1977-78	3% + \$240
1976-77	6%
1975-76	5% + \$468
1974-75	5% + \$300
1973-74	5%
1972-73	\$300

¹Please see The Nebraska Association of Public Employees Local 61 and State of Nebraska labor contracts and/or letters of agreement for specific details and job classifications affected.

²F.O.P #88 (Fraternal Order of Police, Nebraska Protective Service, Lodge 88) became the exclusive representative for the Protective Service Bargaining Unit, 7/1/18.

Nebraska State Employees - FOP 88¹ Pay Increase History

Fiscal Year	Increase (Effective on July 1 unless noted otherwise)
2024-25	7/1/24 – Market adjustment of 3% to all pay lines. Movement of one step on pay line for satisfactory performance for calendar year 2023 for teammates in DCS and DHHS classifications. 2% increase for satisfactory performance for calendar year 2023 for teammates in all other classifications.
2023-24	7/1/23 – Market adjustment of 3% to all pay lines. Movement of one step on pay line for satisfactory performance for calendar year 2022 for teammates in DCS and DHHS classifications. 2% increase for satisfactory performance for calendar year 2022 for teammates in all other classifications.
2022-23	7/1/22 – Movement of one step on pay line for satisfactory performance for calendar year 2021 for teammates in DCS and DHHS classifications; 2% for those at or above the max step. 2% increase for satisfactory performance for calendar year 2021 for teammates in all other classifications.
2021-22	12/6/21 - \$5/hour Increase to DCS and DHHS Classification Pay Lines; Implementation of \$3/hour Pay Differential for DCS and DHHS Classifications; \$4/hour Increase to All Other Classification Pay Lines 7/1/21 - Corrections Classifications Movement of 1 Step on Pay Line for Satisfactory Performance; Implementation of 7 Step Pay Plan for DHHS Classifications; 2% Pay for Performance for All Other Classifications
2020-21	7/1/20 – Corrections Classifications Movement of 1 Step on Pay Line for Satisfactory Performance; Various Pay Line Market Adjustments for DHHS Classifications; 1.25% Pay Increase and 0.5% Pay for Performance (Potential Total of 1.75% Increase) for Others
2019-20	1/20/20 Step Increase's for Corrections Corporal, Corrections Unit Caseworker, and Corrections Sergeant (For Employees covered by the FOP #88 Labor Contract) Market Increases placing employees into the same percentage into the pay range they occupied on 06/30/19. (For Employees covered by the FOP #88 Labor Contract)
2018-19	.25% Longevity/Performance Increase (for employees covered by the NAPE/AFSCME Labor Contract who attained years of service divisible by 5 between 07/01/17-06/30/2018) 01/01/2019 1.5% Increase (for employees covered by the NAPE/AFSCME & FOP #88 Labor Contract)
2018	F.O.P #88 (Fraternal Order of Police, Nebraska Protective Service, Lodge 88), became the exclusive representative for the Protective Service Bargaining Unit, 7/1/18. Previously the unit was covered by the NAPE/AFSCME Labor Contract.

¹Please see Fraternal Order of Police, Nebraska Protective Services, Lodge 88 and State of Nebraska labor contracts and/or letters of agreement for specific details and job classifications affected.

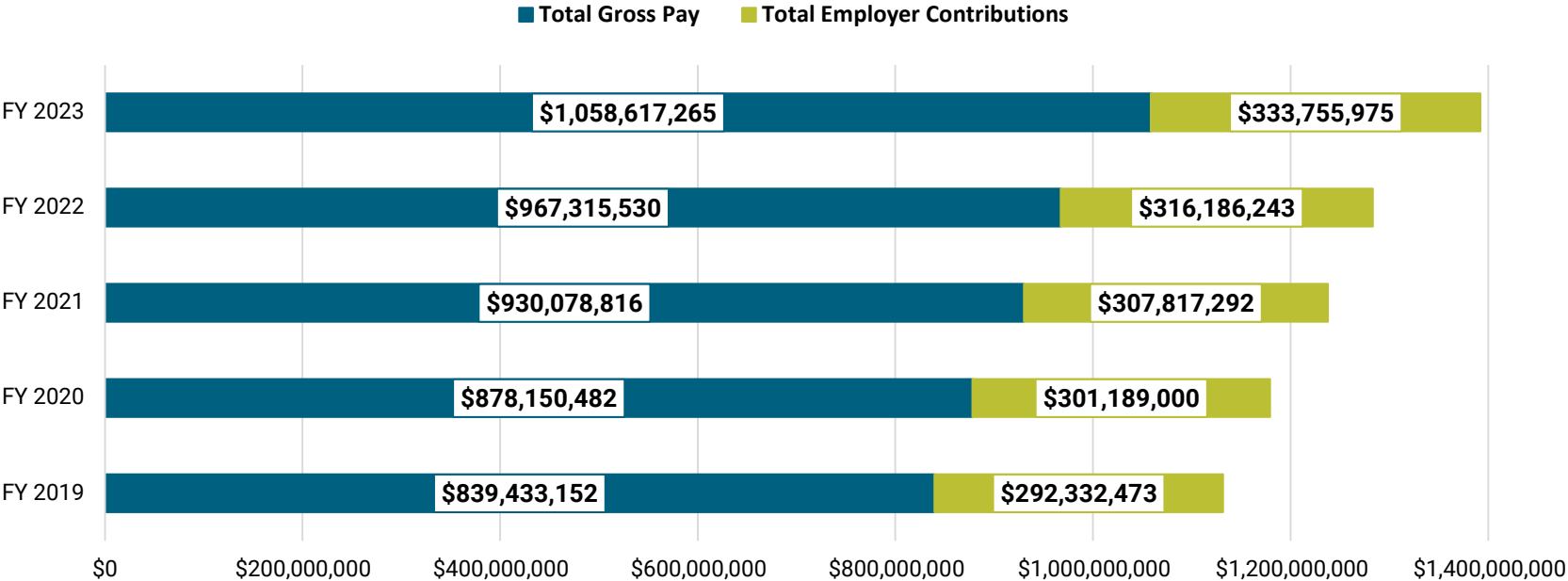
State Payroll Figures

	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Total Gross Pay	\$1,058,617,265	\$967,315,530	\$930,078,816	\$878,150,482	\$839,433,152
% Change from Previous Year	+9%	+4%	+6%	+5%	+1%
Employer Contributions					
Health Insurance	\$168,454,369	\$164,775,126	\$164,745,691	\$162,815,779	\$160,151,648
Social Security	\$74,305,384	\$67,033,470	\$63,863,006	\$59,976,566	\$57,246,958
Retirement	\$76,303,260	\$70,296,049	\$68,357,024	\$64,568,190	\$61,837,641
Workers Compensation	\$12,256,155	\$12,350,627	\$9,311,865	\$12,364,861	\$11,359,382
Life Insurance	\$54,515	\$50,751	\$51,306	\$86,443	\$212,169
Unemployment Insurance	\$478,128	\$237,725	\$486,722	\$546,860	\$675,263
Tuition Assistance	\$800,938	\$512,188	\$633,370	\$470,825	\$394,820
Employee Assistance Program	\$208,573	\$214,612	\$212,613	\$218,146	\$215,009
Additional Contributions	\$894,654	\$715,695	\$155,696	\$141,329	\$239,583
Total Employer Contributions	\$333,755,975	\$316,186,243	\$307,817,292	\$301,189,000	\$292,332,473
% Change from Previous Year	+6%	+3%	+2%	+3%	+1%
Total Personal Services	\$1,392,373,240	\$1,283,501,772	\$1,237,896,108	\$1,179,339,482	\$1,131,765,625
% Change from Previous Year	+8%	+4%	+5%	+4%	+1%

Includes payroll to all State employees, excluding employees of the University of Nebraska and State Colleges.

Source: Budget Status report 6-30-2023.

Gross Pay and Employer Benefits Contributions



Includes payroll to all State agency employees, excluding the University of Nebraska and State Colleges.
Source: Budget Status report 6-30-2023.

Full-Time Employee Annual Salary by Salary Range

Salary Range	12/23		12/22		12/21		12/20		12/19	
	Employees	Percent	Employees	Percent	Employees	Percent	Employees	Percent	Employees	Percent
< \$25,000	49	0.3%	49	0.3%	98	0.6%	181	1.1%	201	1.3%
\$25,000 - \$29,999	81	0.5%	208	1.3%	235	1.5%	384	2.4%	559	3.5%
\$30,000 - \$34,999	552	3.4%	793	5.0%	1,186	7.7%	1,957	12.3%	1,998	12.6%
\$35,000 - \$39,999	874	5.3%	2,325	14.5%	2,232	14.6%	2,831	17.7%	3,406	21.4%
\$40,000 - \$44,999	2,147	13.1%	1,645	10.3%	1,579	10.3%	2,505	15.7%	2,223	14.0%
\$45,000 - \$49,999	1,705	10.4%	1,755	11.0%	1,755	11.4%	1,997	12.5%	1,774	11.1%
\$50,000 - \$54,999	1,918	11.7%	1,816	11.3%	1,846	12.0%	1,568	9.8%	1,486	9.3%
\$55,000 - \$59,999	1,923	11.7%	1,998	12.5%	1,684	11.0%	1,142	7.2%	981	6.2%
\$60,000 - \$64,999	1,525	9.3%	1,493	9.3%	1,368	8.9%	704	4.4%	693	4.4%
\$65,000 - \$69,999	1,329	8.1%	977	6.1%	743	4.8%	637	4.0%	707	4.4%
\$70,000 - \$74,999	1,136	6.9%	730	4.6%	667	4.4%	482	3.0%	409	2.6%
\$75,000 - \$79,999	669	4.1%	485	3.0%	372	2.4%	311	1.9%	304	1.9%
\$80,000 - \$84,999	477	2.9%	298	1.9%	275	1.8%	232	1.5%	196	1.2%
\$85,000 - \$89,999	355	2.2%	289	1.8%	247	1.6%	188	1.2%	171	1.1%
\$90,000 - \$94,999	301	1.8%	223	1.4%	213	1.4%	280	1.8%	310	1.9%
\$95,000 - \$99,999	233	1.4%	155	1.0%	162	1.1%				
\$100,000+	1,124	6.9%	762	5.0%	667	4.4%	568	3.6%	493	3.1%

Includes all agencies except the University of Nebraska and State Colleges.

Source: Workday Report 12/31/2023. (Does not include Part Time, Temporary, On-Call, or Per Diem Employees).

Employee Benefit Value (Average)

Annual Value of Benefits Based on Annual Wage ¹	\$20,000 annual wages	\$30,000 annual wages	\$40,000 annual wages	\$50,000 annual wages	\$60,000 annual wages	\$70,000 annual wages	\$80,000 annual wages	\$90,000 annual wages	\$100,000 annual wages
Vacation Leave (avg 18 days earned)	\$1,380	\$2,070	\$2,760	\$3,450	\$4,140	\$4,830	\$5,520	\$6,210	\$6,900
Holidays (13 days earned)	\$1,000	\$1,500	\$2,000	\$2,500	\$3,000	\$3,500	\$4,000	\$4,500	\$5,000
Sick Leave (avg 9.2 sick days used)	\$700	\$1,050	\$1,400	\$1,750	\$2,100	\$2,450	\$2,800	\$3,150	\$3,500
Other Leave ² (0.3% of expenditures)	\$51	\$76	\$102	\$127	\$153	\$178	\$204	\$231	\$255
Life Insurance (\$20,000 policy)	\$12	\$12	\$12	\$12	\$12	\$12	\$12	\$12	\$12
Health Insurance (employer annual cost)	\$12,994	\$12,994	\$12,994	\$12,994	\$12,994	\$12,994	\$12,994	\$12,994	\$12,994
Retirement (7.49% of salary)	\$1,498	\$2,247	\$2,996	\$3,745	\$4,494	\$5,243	\$5,992	\$6,741	\$7,490
Payroll Taxes (7.65% of salary)	\$1,530	\$2,295	\$3,060	\$3,825	\$4,590	\$5,355	\$6,120	\$6,885	\$7,650
Unemployment (0.03% of expenditures)	\$7	\$10	\$14	\$17	\$21	\$24	\$28	\$31	\$34
Workers Comp (0.88% of expenditures)	\$177	\$265	\$353	\$442	\$530	\$618	\$707	\$802	\$883
Supplemental (0.5% of expenditures)	\$1,179	\$1,769	\$2,359	\$2,948	\$3,538	\$4,128	\$4,718	\$5,307	\$5,897
Average Value of All Benefits	\$20,528	\$24,289	\$28,050	\$31,811	\$35,572	\$39,333	\$43,094	\$47,493	\$50,616

These values are based on calculated cost averages and percentages of State expenditures.

¹Includes Permanent, Intermittent, Temporary, and Comp Time pay.

²Includes Military, Funeral, Civil, Injury, and Administrative leave.

Source: Budget Status report 06-30-2023, including data from all state agencies except the University of Nebraska and State Colleges.

State Costs for Employee Compensation

Based on specified categories of wages and state contributions toward fringe benefits.

	FY 2023 % Costs	FY 2022 % Costs	FY 2021 % Costs	FY 2020 % Costs	FY 2019 % Costs	FY 2018 % Costs	FY 2017 % Costs	FY 2016 % Costs	FY 2015 % Costs	FY 2014 % Costs
Total Compensation	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Salaries¹	58.3%	58.9%	60.1%	59.7%	59.0%	59.7%	60.2%	60.5%	60.1%	61.2%
Total Benefits	41.7%	41.1%	39.9%	40.3%	41.0%	40.3%	39.8%	39.5%	39.9%	38.8%
Paid Leave:	10.9%	11.2%	10.9%	10.7%	11.3%	11.0%	11.2%	11.3%	11.6%	11.7%
Vacation	4.5%	4.8%	4.5%	4.4%	4.7%	4.8%	4.9%	5.0%	5.0%	5.3%
Holiday	3.3%	3.1%	3.4%	3.3%	3.5%	3.0%	3.0%	3.2%	3.3%	3.1%
Sick	2.9%	3.1%	2.8%	2.8%	3.0%	3.0%	3.1%	3.0%	3.1%	3.1%
Other ²	0.3%	0.3%	0.2%	0.3%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
Supplemental Pay:	6.6%	4.9%	4.1%	3.8%	3.9%	3.4%	3.0%	3.0%	2.8%	2.7%
Supplemental/Bonuses	1.1%	0.3%	0.3%	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Overtime/Premium	4.4%	3.8%	3.5%	3.3%	0.1%	0.1%	2.7%	2.7%	0.1%	2.4%
Shift Diff	1.1%	0.8%	0.2%	0.2%	3.5%	3.0%	0.3%	0.3%	2.5%	0.3%
Insurance:	12.2%	13.1%	13.3%	14.0%	14.2%	14.2%	14.0%	13.6%	12.3%	12.3%
Life	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Health	12.2%	13.1%	13.3%	14.0%	14.2%	14.2%	13.9%	13.6%	12.2%	12.3%
Retirement	5.5%	5.6%	5.5%	5.5%	5.5%	5.4%	5.5%	5.5%	7.0%	5.6%
Legally Required:	6.3%	6.3%	6.0%	6.3%	6.1%	6.1%	6.2%	6.3%	6.3%	6.5%
FICA	5.4%	5.3%	5.2%	5.1%	5.1%	5.0%	5.1%	5.1%	5.1%	5.2%
Unemployment	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Workers Comp	0.9%	1.0%	0.8%	1.1%	1.0%	1.0%	1.0%	1.1%	1.1%	1.1%

This table was structured to match listed categories of the Bureau of Labor Statistic's "Employer Costs for Employee Compensation" (ECEC) report. Bonuses were included under supplemental pay as of FY2023.

¹Includes Permanent, Intermittent, Temporary, and Comp Time pay.

²Includes Military, Funeral, Civil, Injury, and Administrative leave.

Source: Budget Status report 06-30-2023, including data from all state agencies except the University of Nebraska and State Colleges.

Section C: Gender/Ethic Data **Ethnic / Gender Representation by State Employee Group**

Occupational Group	White			Black or African American			Hispanic of Latino		
	Male	Female	Avg Salary	Male	Female	Avg Salary	Male	Female	Avg Salary
Maintenance, Trades, & Technical (M)	1,290	254	\$47,683	26	12	\$48,041	32	15	\$41,837
Health & Human Care Non-Professional (I)	50	254	\$45,515	10	15	\$44,349	4	34	\$40,835
Social Services & Counseling (C)	266	1,387	\$49,748	21	116	\$47,504	23	180	\$47,095
Engineering, Science, & Resources (E)	286	133	\$60,971	6	1	\$63,447	4	0	\$60,926
Health & Human Care Professional (H)	87	250	\$70,291	11	21	\$64,149	1	3	\$54,044
Protective Services (P)	928	348	\$63,875	156	64	\$62,190	84	37	\$64,021
Law Enforcement (L)	383	32	\$82,461	7	0	\$86,535	10	5	\$70,401
Administrative Support (S)	142	601	\$36,802	7	28	\$35,736	7	31	\$35,294
Administrative Professional (A)	578	697	\$56,716	24	24	\$50,774	17	31	\$52,590
Examining, Inspection, & Licensing (X)	170	221	\$53,138	1	9	\$45,881	2	15	\$45,677
Doctors (D)	10	21	\$162,115	0	1	---	0	0	---
Classified Service (K,V,G)	1,348	1,380	\$75,703	31	35	\$69,319	37	52	\$67,669
Total/Average Salary	5,538	5,578	\$59,970	300	326	\$56,084	221	403	\$52,893

Source: Workday report 12-31-2023, including "Regular" (Permanent), classified teammates (full-time and part-time). Salaries not reported for fewer than two.

Ethnic / Gender Representation by State Employee Group

Occupational Group	Asian or Pacific Islander			American Indian/ Alaskan Native			Other/Unknown		
	Male	Female	Avg Salary	Male	Female	Avg Salary	Male	Female	Avg Salary
Maintenance, Trades, & Technical (M)	6	7	\$45,721	13	2	\$44,888	47	19	\$41,131
Health & Human Care Non-Professional (I)	3	4	\$34,933	0	7	\$50,176	8	26	\$36,474
Social Services & Counseling (C)	6	18	\$48,795	2	24	\$46,020	55	214	\$46,014
Engineering, Science, & Resources (E)	6	6	\$65,999	1	0	---	12	2	\$59,815
Health & Human Care Professional (H)	3	6	\$76,318	0	0	---	7	18	\$65,256
Protective Services (P)	34	11	\$60,844	9	6	\$63,869	69	35	\$57,872
Law Enforcement (L)	3	0	\$73,916	2	0	\$76,138	3	1	\$73,923
Administrative Support (S)	3	11	\$33,130	1	9	\$35,257	14	43	\$34,261
Administrative Professional (A)	17	46	\$56,970	6	6	\$57,270	42	40	\$50,863
Examining, Inspection, & Licensing (X)	2	6	\$42,792	0	0	---	16	23	\$52,634
Doctors (D)	0	0	---	0	0	---	0	1	---
Classified Service (K,V,G)	27	21	\$79,896	7	6	\$63,853	45	67	\$68,399
Total/Average Salary	110	136	\$59,670	41	60	\$52,005	318	489	\$50,883

Source: Workday report 12-31-2023, including "Regular" (Permanent), classified teammates (full-time and part-time). Salaries not reported for fewer than two.

Percentages of Males & Females by Salary Increment

Salary Increment			12/23		12/22		12/21 ¹		12/20		12/19	
			% of Males	% of Females	% of Males	% of Females	% of Males	% of Females	% of Males	% of Females	% of Males	% of Females
\$6,000	to	\$9,999	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.45%	0.59%	0.67%	0.54%
\$10,000	to	\$14,999	0.40%	0.21%	0.46%	0.16%	0.50%	0.18%	1.22%	0.92%	1.31%	1.21%
\$15,000	to	\$19,999	0.00%	0.00%	0.00%	0.00%	0.12%	0.14%	0.60%	0.91%	0.73%	1.32%
\$20,000	to	\$24,999	0.00%	0.00%	0.00%	0.00%	0.69%	1.12%	1.13%	2.03%	1.26%	2.15%
\$25,000	to	\$29,999	0.34%	0.88%	1.27%	2.12%	1.20%	2.55%	1.79%	3.92%	2.36%	5.50%
\$30,000	to	\$34,999	2.51%	5.19%	3.24%	7.39%	4.58%	12.97%	9.43%	14.91%	9.66%	15.50%
\$35,000	to	\$39,999	3.83%	7.26%	11.13%	17.73%	11.86%	19.41%	13.29%	20.27%	21.00%	21.49%
\$40,000	to	\$44,999	9.55%	16.45%	8.82%	11.34%	9.65%	12.42%	16.57%	13.78%	14.16%	13.81%
\$45,000	to	\$49,999	8.78%	11.68%	8.14%	13.29%	9.70%	14.62%	12.86%	11.16%	11.84%	10.35%
\$50,000	to	\$54,999	10.35%	12.53%	12.61%	9.95%	12.59%	13.08%	9.98%	8.93%	9.73%	8.90%
\$55,000	to	\$59,999	13.24%	10.05%	13.65%	11.11%	11.32%	11.93%	7.07%	6.61%	6.53%	5.84%
\$60,000	to	\$64,999	10.52%	7.91%	10.78%	7.80%	10.61%	8.31%	4.91%	3.73%	5.00%	3.72%
\$65,000	to	\$69,999	8.88%	7.15%	7.21%	5.00%	5.94%	4.32%	3.98%	3.63%	4.88%	3.95%
\$70,000	to	\$74,999	8.19%	5.66%	5.96%	3.22%	6.09%	3.15%	3.98%	1.96%	3.52%	1.74%
\$75,000	to	\$79,999	4.96%	3.16%	3.92%	2.17%	2.76%	2.37%	2.14%	1.62%	2.19%	1.63%
\$80,000	to	\$84,999	3.29%	2.48%	2.15%	1.55%	2.06%	1.74%	1.79%	1.06%	1.59%	0.94%
\$85,000	to	\$89,999	2.67%	1.66%	2.28%	1.33%	2.06%	1.35%	1.48%	0.82%	1.43%	0.76%
\$90,000	to	\$94,999	2.20%	1.45%	1.25%	1.48%	1.35%	1.59%	1.08%	0.86%	1.36%	0.81%
\$95,000	to	\$99,999	1.34%	1.44%	1.01%	0.90%	1.05%	1.19%	1.15%	0.33%	1.44%	0.38%
\$100,000	and	Over	8.94%	4.83%	6.12%	3.46%	5.88%	3.37%	5.09%	1.98%	4.69%	1.70%

¹Starting with 2021 data, only full time employee salaries were included.

Includes data from all state agencies except the University of Nebraska and State Colleges.

Source: Workday report 12/31/2023, including permanent & temporary full-time employees only - not part-time employees.

(Excludes per diem and inmate workers and the Nebraska National Guard).

Full-Time Males & Females by Agency

2023		12/23		12/22		12/21		12/20		12/19	
Rank	Agency	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
1	Health & Human Services	1,153	3,543	1,067	3,417	974	3,215	1,086	3,343	1,055	3,320
2	Corrections	1,449	774	1,470	790	1,173	691	1,306	792	1,294	811
3	Transportation	1,632	350	1,564	344	1,624	350	1,640	372	1,640	368
4	Supreme Court	403	1,153	403	1,120	403	1,080	413	1,112	407	1,106
5	Administrative Services	433	269	437	285	447	298	422	248	443	245
6	State Patrol	467	217	465	211	485	209	497	199	488	194
7	Game and Parks	409	216	377	207	400	205	397	191	379	202
8	Veterans Affairs	157	428	148	431	132	359	135	402	140	458
9	Education	118	410	112	382	116	370	113	370	108	343
10	Revenue	136	222	145	220	137	234	139	231	144	219
11	Labor	99	181	93	182	108	202	116	235	113	217
12	Legislature	135	139	129	124	133	133	137	130	134	138
13	Environment and Energy	156	96	153	82	154	88	122	78	123	77
14	Motor Vehicles	82	117	87	112	94	115	88	117	76	127
15	Military	120	50	122	47	117	47	126	51	157	54
16	Agriculture	68	71	67	70	70	67	75	63	82	62
17	Attorney General	59	57	54	56	50	58	48	58	46	60
18	Natural Resources	72	40	66	37	67	36	67	34	66	34
19	Economic Development	47	64	41	59	31	44	24	41	22	37
20	Insurance	39	51	40	54	40	46	42	52	44	52
21	Parole Board	32	45	33	41	29	44	27	44	29	41
22	Fire Marshal	49	17	51	16	50	17	51	16	56	14
23	Banking & Finance	38	24	36	27	33	28	35	29	38	28
24	History Nebraska	26	36	26	36	30	39	28	38	28	39
25	Public Service Commission	30	27	25	30	23	28	24	28	21	28
26	Brand Committee	36	20	32	22	33	23	31	24	37	20
27	Retirement Systems	20	36	18	34	16	33	19	28	19	32
28	State Auditor	33	14	29	13	31	14	28	15	24	15
29	Secretary of State	19	25	18	23	19	24	16	26	15	25
30	Crime Commission	19	24	17	30	19	29	21	29	23	30
31	Educational Telecommunications	34	9	30	14	34	13	34	13	34	13
32	Workers Compensation Court	20	23	20	23	20	23	17	25	17	27

Full-Time Males & Females by Agency

2023		12/23		12/22		12/21		12/20		12/19	
Rank	Agency	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
33	Blind & Visually Impaired Commission	14	23	11	22	12	22	15	20	13	19
34	Library Commission	11	26	9	28	10	27	10	28	10	27
35	State Treasurer	11	24	10	24	12	25	13	25	15	29
36	Foster Care Review Office	8	22	7	23	5	23	5	23	4	25
37	Equal Opportunity Commission	9	17	7	19	7	18	9	18	8	19
38	Racing & Gaming Commission	15	9	10	3	1	1	1	1	1	1
39	Educational Lands and Funds	15	7	14	6	15	6	14	8	14	9
40	Electrical Board	17	3	16	3	17	3	17	3	15	3
41	Liquor Control	3	14	3	13	3	14	3	14	4	12
42	Governor/Policy Research	6	9	9	9	7	10	8	9	7	8
43	Arts Council	4	7	3	7	2	7	2	8	2	8
44	Deaf & Hard of Hearing Commission	2	9	2	9	4	9	4	9	4	10
45	Nebraska Tourism Commission	3	8	3	8	2	9	2	9	2	9
46	Oil and Gas Conservation Commission	6	4	6	2	6	2	5	2	5	2
47	Ethanol Board	6	2	6	2	0	2	1	2	1	2
48	Investment Council	5	3	6	3	6	3	5	4	5	4
49	Postsecondary Education	5	3	5	3	6	3	5	3	5	4
50	Real Estate Commission	2	6	2	8	2	8	4	7	4	6
51	Tax Equalization & Review Commission	5	3	5	3	5	2	5	3	5	3
52	MV Industry Licensing Board	4	3	6	2	6	3	5	3	5	3
53	Public Advocacy Commission	5	2	5	2	5	3	5	3	5	3
54	Accountability & Disclosure	3	3	4	3	5	3	5	3	5	3
55	Corn Board	2	4	2	4	4	2	4	2	4	2
56	Engineers and Architects Board	1	5	2	5	1	6	1	6	1	6
57	Latino-American Commission	1	2	0	3	1	1	1	2	1	1
58	Power Review Board	1	2	1	2	1	2	1	2	1	2
59	Public Accountancy Board	1	2	1	2	1	2	1	2	1	2
60	Real Property Appraiser Board	1	2	1	2	1	2	1	2	1	2
61	Barber Examiners Board	1	1	1	1	1	1	1	1	1	1
62	Indian Affairs Commission	1	1	1	2	1	2	1	2	1	2
63	Industrial Relations Commission	0	2	0	2	0	2	0	2	0	2
64	Wheat Board	1	1	1	1	1	1	1	1	1	1

Full-Time Males & Females by Agency

2023		12/23		12/22		12/21		12/20		12/19	
Rank	Agency	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
65	African American Affairs Commission	1	0	0	0	---	---	---	---	---	---
66	Dry Bean Commission	0	1	0	1	0	1	0	1	0	1
67	Grain Sorghum Board	0	1	1	0	1	0	1	0	1	0
68	Lieutenant Governor	1	0	1	1	1	1	1	1	1	1
---	Aeronautics	---	---	---	---	---	---	---	---	---	---
---	Energy	---	---	---	---	---	---	---	---	---	---
Totals ¹		7,761	8,979	7,536	8,767	7,244	8,388	7,481	8,663	7,455	8,668
Male % / Female %		46%	54%	46%	54%	46%	54%	46%	54%	46%	54%
% Change from Previous Year		+3.0%	+2.4%	+4.0%	+4.5%	-3.2%	-3.2%	+0.3%	-0.1%	+1.6%	+2.0%

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: Workday report 12/31/2023, including full-time employees only (permanent & temporary), excluding Nebraska National Guard temporary assignments.

Minority Full-Time Employees by Agency¹

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
1	Health & Human Services	885	769	668	720	675	556	554	560	577	502
2	Corrections	426	439	306	348	328	317	270	267	269	231
3	Supreme Court	235	212	198	201	179	174	152	142	123	95
4	Transportation	157	135	146	143	126	110	103	104	111	114
5	Veterans' Affairs	108	107	71	78	80	90	76	0	0	0
6	Administrative Services	73	64	67	75	61	40	44	31	39	25
7	Labor	67	67	68	76	70	70	69	62	64	38
8	Education	64	58	62	58	50	44	47	40	31	30
9	Revenue	53	48	47	45	46	40	40	38	39	30
10	State Patrol	51	44	44	41	31	32	31	27	22	25
11	Legislature	29	24	27	24	24	23	23	19	17	16
12	Game and Parks	23	18	13	12	12	9	11	12	9	10
13	Economic Development	17	18	7	4	5	4	4	2	3	2
14	Military	15	10	13	10	11	13	12	12	13	14
15	Motor Vehicles	15	8	13	14	9	10	13	10	10	8
16	Environment and Energy	13	13	17	11	12	10	10	10	9	6
17	Insurance	11	9	10	9	12	12	12	11	10	6
18	Parole Board	10	7	9	10	13	11	9	9	2	3
19	Natural Resources	8	9	6	4	5	3	3	4	6	5
20	Agriculture	7	6	8	5	7	7	9	8	7	5
21	Blind & Visually Impaired Comm.	7	4	4	5	5	6	6	6	7	8
22	Retirement Systems	7	6	6	4	5	6	6	5	4	6
23	Public Service Comm.	6	7	6	5	3	3	2	2	2	2
24	Educational Telecommunications	5	7	7	7	7	5	4	5	4	4
25	State Treasurer	5	5	5	5	6	5	6	6	7	5
26	Attorney General	4	3	2	3	4	4	4	3	4	2
27	Banking & Finance	4	4	3	5	3	4	4	3	4	1
28	Crime Comm.	4	3	4	6	9	6	3	3	4	3
29	Equal Opportunity Comm.	4	5	5	5	5	4	3	3	2	2

Minority Full-Time Employees by Agency¹

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
30	Fire Marshal	3	4	6	5	3	2	2	0	0	0
31	History Nebraska	3	1	2	2	2	2	1	0	0	0
32	Liquor Control	3	1	1	1	3	2	2	2	2	1
33	Workers Compensation Court	3	3	2	3	3	2	2	2	2	2
34	Tax Equalization and Review	2	2	2	3	3	3	3	2	2	2
35	Accountability and Disclosure	1	1	1	1	1	1	1	0	0	0
36	African American Affairs Comm.	1	---	---	---	---	---	---	---	---	---
37	Arts Council	1	0	0	0	0	0	0	2	2	1
38	Deaf & Hard of Hearing Comm.	1	0	0	0	1	1	1	0	0	0
39	Foster Care Review Office	1	1	1	2	2	2	3	3	5	4
40	Indian Affairs Comm.	1	1	1	1	2	1	2	0	0	0
41	Latino-American Comm.	1	0	1	1	1	1	1	1	2	2
42	Library Comm.	1	1	1	1	1	1	2	0	0	0
43	Postsecondary Education	1	1	1	1	1	1	1	0	0	0
44	Racing & Gaming Comm.	1	0	0	---	---	---	---	---	---	---
45	Secretary of State	1	1	1	2	2	2	1	0	0	0
46	State Auditor	1	2	2	2	3	1	1	0	0	0
---	Brand Committee	0	0	1	0	0	0	0	0	0	0
---	Engineers and Architects Board	0	1	1	2	1	1	1	1	2	0
	Other Agencies Combined	4	3	1	2	0	0	0	10	9	10
Total		2,343	2,132	1,867	1,962	1,832	1,641	1,554	1,427	1,425	1,220
% Change from Previous Year		+10%	+14%	-5%	+7%	+12%	+6%	+9%	+0%	+17%	+4%
% of Total FT Employees		14.4%	13.1%	11.9%	12.1%	11.3%	10.3%	9.7%	8.5%	8.5%	7.3%

¹Minority ethnicities include: African American, Hispanic or Latino, American Indian, Alaska Native, Asian or Pacific Islander, and other minority groups.

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: Workday report 12-31-2023, including full-time employees (permanent & temporary). Excludes NE National Guard, Per Diem, Inmate, Patient, and On-call workers.

Percentages of Minority Full-Time Employees by Agency¹

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
1	African American Affairs Comm.	100.0%	---	---	---	---	---	---	---	---	---
2	Indian Affairs Comm.	50.0%	33.3%	33.3%	33.3%	66.7%	50.0%	0.0%	0.0%	50.0%	50.0%
3	Latino-American Comm.	50.0%	0.0%	50.0%	33.3%	50.0%	50.0%	12.5%	50.0%	66.7%	66.7%
4	Investment Council	25.0%	11.1%	11.1%	11.1%	---	---	---	---	---	---
5	Tax Equalization & Review	25.0%	25.0%	28.6%	37.5%	37.5%	37.5%	33.3%	25.0%	28.6%	22.2%
6	Labor	24.0%	24.4%	21.9%	21.7%	21.2%	19.8%	18.1%	17.3%	17.7%	10.4%
7	Blind & Visually Impaired Comm.	20.6%	12.1%	11.8%	14.3%	15.6%	13.6%	11.3%	13.6%	16.3%	18.2%
8	Health & Human Services	20.2%	17.2%	15.9%	16.3%	15.4%	12.7%	10.9%	10.9%	10.7%	9.4%
9	Corrections	19.2%	19.4%	16.4%	16.6%	15.6%	15.2%	12.8%	12.8%	12.1%	10.4%
10	Veterans Affairs	19.1%	18.5%	14.5%	14.5%	13.4%	15.2%	10.2%	6.7%	6.7%	11.8%
11	Liquor Control Comm.	17.6%	6.3%	5.9%	5.9%	18.8%	11.8%	10.5%	10.5%	10.0%	6.3%
12	Economic Development	17.0%	18.0%	9.3%	6.2%	8.5%	7.0%	7.1%	3.3%	4.9%	3.2%
13	Accountability & Disclosure	16.7%	14.3%	12.5%	12.5%	12.5%	14.3%	11.1%	12.5%	12.5%	11.1%
14	Equal Opportunity Comm.	15.4%	19.2%	20.0%	18.5%	18.5%	16.0%	9.4%	11.1%	7.7%	7.4%
15	Supreme Court	15.1%	13.9%	13.4%	13.2%	11.8%	11.8%	10.2%	10.0%	9.2%	7.3%
16	Revenue	14.9%	13.2%	12.7%	12.2%	12.7%	11.3%	10.6%	9.7%	10.0%	7.7%
17	Parole Board	14.3%	9.5%	12.3%	14.1%	18.6%	16.2%	12.9%	12.7%	20.0%	33.3%
18	State Treasurer	14.3%	14.7%	13.5%	13.2%	13.6%	11.1%	13.0%	13.0%	14.6%	11.1%
19	Retirement Systems	13.2%	11.5%	12.2%	8.5%	9.8%	12.0%	10.7%	9.6%	7.8%	11.8%
20	Insurance	12.6%	9.6%	11.6%	9.6%	12.5%	12.0%	11.9%	10.7%	9.6%	5.9%
21	Postsecondary Education	12.5%	12.5%	11.1%	12.5%	11.1%	11.1%	10.0%	9.1%	8.3%	8.3%
22	Education	12.2%	11.7%	12.8%	12.0%	11.1%	9.4%	6.9%	7.9%	6.1%	6.0%
23	Educational Telecommunications	11.6%	15.9%	14.9%	14.9%	14.9%	11.1%	5.9%	9.8%	7.8%	7.4%
24	Administrative Services	10.8%	8.9%	9.0%	9.3%	7.9%	6.9%	8.6%	5.3%	6.3%	4.0%
25	Public Service Comm.	10.7%	12.7%	11.8%	9.6%	6.1%	5.9%	4.3%	4.2%	4.4%	4.3%
26	Legislature	10.6%	9.5%	10.2%	9.0%	8.8%	9.0%	7.8%	7.2%	6.2%	6.4%
27	Arts Council	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	10.0%
28	Crime Comm.	9.8%	6.4%	8.3%	12.0%	17.0%	11.8%	6.5%	6.3%	7.8%	6.3%
29	Deaf & Hard of Hearing Comm.	9.1%	0.0%	0.0%	0.0%	7.1%	7.7%	0.0%	0.0%	0.0%	0.0%
30	Military	8.9%	5.9%	7.9%	5.6%	5.2%	7.7%	5.8%	7.7%	8.2%	7.4%
31	Transportation	8.0%	7.1%	7.4%	7.1%	6.3%	5.5%	5.0%	5.0%	5.2%	5.4%

Percentages of Minority Full-Time Employees by Agency¹

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
32	Motor Vehicles	7.7%	4.0%	6.2%	6.8%	4.4%	4.8%	6.4%	5.1%	5.0%	4.3%
33	State Patrol	7.5%	6.5%	6.3%	5.9%	4.5%	4.7%	4.5%	3.8%	3.1%	3.4%
34	Natural Resources	7.2%	8.7%	5.8%	4.0%	5.0%	2.9%	2.3%	3.9%	6.5%	5.3%
35	Workers Compensation Court	7.0%	7.0%	4.7%	7.1%	6.8%	4.8%	4.0%	4.3%	4.3%	4.1%
36	Banking & Finance	6.9%	6.3%	4.9%	7.8%	4.5%	5.9%	6.3%	4.8%	6.2%	1.6%
37	Governor/Policy Research	6.7%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
38	Racing & Gaming Comm.	5.6%	0.0%	0.0%	---	---	---	---	---	---	---
39	Environment and Energy	5.2%	5.5%	7.0%	5.5%	6.0%	5.2%	4.8%	5.1%	4.5%	3.0%
40	Agriculture	5.2%	4.4%	5.8%	3.6%	4.9%	4.9%	6.1%	5.5%	4.6%	3.4%
41	History Nebraska	4.8%	1.6%	2.9%	3.0%	3.0%	3.2%	1.5%	0.0%	1.5%	1.5%
42	Fire Marshal	4.6%	6.0%	9.0%	7.5%	4.3%	3.4%	1.3%	1.6%	1.6%	0.0%
43	Game and Parks	3.7%	3.1%	2.1%	2.0%	2.1%	1.6%	1.7%	2.0%	1.4%	1.4%
44	Attorney General	3.5%	2.7%	1.9%	2.8%	3.8%	3.9%	3.3%	2.8%	3.7%	1.8%
45	Foster Care Review Office	3.3%	3.3%	3.6%	7.1%	6.9%	7.1%	10.0%	10.0%	17.9%	15.4%
46	Library Comm.	2.9%	2.7%	2.7%	2.6%	2.7%	2.8%	4.9%	5.4%	2.6%	0.0%
47	Secretary of State	2.8%	2.4%	2.3%	4.8%	5.0%	5.1%	2.6%	2.6%	2.6%	5.3%
48	State Auditor	2.7%	4.8%	4.4%	4.7%	7.7%	2.3%	2.3%	2.2%	2.3%	2.3%
---	Brand Committee	0.0%	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
---	Engineers and Architects Board	0.0%	14.3%	14.3%	28.6%	14.3%	14.3%	6.7%	14.3%	33.3%	0.0%
---	Industrial Relations Comm.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%
---	Real Estate Comm.	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
---	All Other Agencies	1.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total ¹		14.4%	13.1%	11.9%	12.1%	11.3%	10.3%	9.7%	8.5%	8.5%	7.3%
% Change from Previous Year		+10.2%	+9.5%	-0.9%	+6.6%	+9.6%	+6.3%	+13.7%	+0.0%	+17.1%	+4.3%

¹Minority ethnicities include: African American, Hispanic or Latino, American Indian, Alaska Native, Asian or Pacific Islander, and other minority groups.

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: Workday report 12-31-2023, including full-time employees (permanent & temporary). Excludes NE National Guard, Per Diem, Inmate, Patient, and On-call workers.

African American Full-Time Employees by Agency

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
1	Health & Human Services	308	282	214	239	227	199	191	179	187	163
2	Corrections	185	200	116	137	126	125	107	97	102	100
3	Supreme Court	66	54	49	55	47	48	40	45	41	39
4	Transportation	29	18	22	16	13	21	18	16	17	20
5	Veterans' Affairs	25	22	13	15	13	15	13	0	0	0
6	Administrative Services	17	15	18	19	19	7	11	7	10	6
7	Education	17	17	24	22	19	18	21	19	14	14
8	Labor	14	13	17	19	18	18	15	14	13	8
9	Legislature	10	10	13	12	14	12	10	10	10	9
10	Revenue	10	10	9	11	10	9	9	8	7	6
11	State Patrol	10	9	9	8	6	7	7	8	8	8
12	Economic Development	6	7	4	---	---	---	---	---	---	---
13	Military	6	2	2	2	3	2	4	3	3	4
14	Parole Board	6	5	6	6	8	6	5	6	1	2
15	Crime Commission	4	1	1	2	3	2	2	0	0	0
16	Educational Telecommunications	2	3	2	3	2	2	2	2	2	3
17	Equal Opportunity Commission	2	2	3	2	2	0	2	0	0	0
18	Motor Vehicles	2	1	0	1	1	2	2	0	0	0
19	Retirement Systems	2	2	2	2	2	3	0	2	2	2
---	Insurance	0	0	0	0	1	0	2	2	1	1
---	All Other Agencies	8	6	9	13	12	13	11	8	15	11
Total		729	679	533	584	546	509	472	426	433	396
% Change from Previous Year		+7%	+27%	-9%	+7%	+7%	+8%	+11%	-2%	+9%	+2%
% of Total FT Employees		4%	4%	3%	4%	3%	3%	3%	3%	3%	2%

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: Workday report 12-31-2023, including full-time employees (permanent & temporary). Excludes NE National Guard, Per Diem, Inmate, Patient, and On-call workers.

Hispanic or Latino Full-Time Employees by Agency

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
1	Health & Human Services	270	265	251	265	263	197	205	220	246	218
2	Corrections	140	138	109	122	114	106	82	95	94	75
3	Supreme Court	88	84	84	77	68	64	63	55	53	33
4	Veterans' Affairs	50	55	36	41	46	47	46	0	0	0
5	Transportation	44	38	45	45	45	36	39	40	38	32
6	Labor	27	31	31	35	31	29	34	28	29	15
7	State Patrol	25	19	21	17	11	10	11	7	3	3
8	Administrative Services	21	16	11	14	10	9	8	5	7	5
9	Education	19	17	18	14	12	11	13	7	6	6
10	Revenue	7	5	7	4	4	3	4	4	5	3
11	Motor Vehicles	6	5	8	7	4	5	7	6	7	6
12	Legislature	5	2	4	4	3	3	2	0	0	0
13	Banking & Finance	4	4	3	4	2	2	3	2	2	1
14	Blind & Visually Impaired Commission	4	4	3	3	3	4	4	4	5	4
15	Environment and Energy	3	4	5	1	1	2	2	0	0	0
16	Insurance	2	2	1	3	3	3	3	3	3	3
17	Military	2	2	3	1	2	3	3	4	3	3
18	Parole Board	2	2	3	4	4	3	3	2	1	2
19	Retirement Systems	2	2	2	2	2	2	2	2	2	2
20	Attorney General	1	1	0	1	1	2	2	0	0	0
---	Equal Opportunity Commission	0	1	1	2	2	2	0	0	0	0
---	All Other Agencies	33	27	19	14	12	9	10	14	18	11
Total		755	724	665	680	643	552	546	498	522	422
% Change from Previous Year		+4%	+9%	-2%	+6%	+16%	+1%	+10%	-5%	+24%	+1%
% of Total FT Employees		5%	4%	4%	4%	4%	3%	3%	3%	3%	3%

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: Workday report 12-31-2023, including full-time employees (permanent & temporary). Excludes NE National Guard, Per Diem, Inmate, Patient, and On-call workers.

American Indian/Alaskan Native Full-Time Employees by Agency

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
1	Health & Human Services	26	19	15	15	21	19	16	17	17	17
2	Corrections	12	14	12	13	12	10	9	8	10	7
3	Veterans' Affairs	6	9	6	5	5	4	---	---	---	---
4	Administrative Services	5	2	2	---	---	---	---	---	---	---
5	Transportation	5	5	7	8	7	8	8	10	9	11
6	Supreme Court	3	4	3	3	0	0	0	0	0	0
7	Insurance	2	2	2	2	2	2	2	2	2	1
8	Labor	2	4	3	3	2	2	1	2	2	1
9	State Patrol	2	1	1	1	1	2	2	0	0	0
10	Military	1	1	3	2	2	2	2	2	3	3
---	All Other Agencies	11	8	8	6	8	9	7	9	8	7
Total		75	69	62	58	60	58	47	50	51	47
% Change from Previous Year		+9%	+11%	+7%	-3%	+3%	+23%	-6%	-2%	+9%	-4%
% of Total FT Employees		0.5%	0.4%	0.4%	0.4%	0.4%	0.4%	0.3%	0.3%	0.3%	0.3%

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: Workday report 12-31-2023, including full-time employees (permanent & temporary). Excludes NE National Guard, Per Diem, Inmate, Patient, and On-call workers.

American Indian/Alaskan Native & White Full-Time Employees by Agency

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
1	Health & Human Services	15	9	11	7	7	9	9	13	11	11
2	Transportation	8	8	9	10	9	7	6	6	8	5
3	Corrections	4	2	2	5	5	4	6	9	8	7
4	Supreme Court	4	4	2	2	2	4	2	3	2	3
5	Game & Parks	3	4	3	3	3	3	3	3	3	3
6	Administrative Services	2	3	3	3	0	0	0	0	0	0
7	Labor	2	2	1	2	1	2	---	---	---	---
8	Revenue	2	2	3	3	3	3	3	3	4	5
9	Indian Affairs Commission	1	1	---	---	---	---	---	---	---	---
10	Liquor Control Commission	1	1	1	1	2	2	2	2	2	1
---	Education	0	0	0	1	1		1	2	2	3
---	Veterans' Affairs	0	0	0	1	0	2	2	0	0	0
---	All Other Agencies	1	1	5	5	7	9	8	7	7	7
	Total	43	37	40	43	40	45	42	48	47	45
	% Change from Previous Year	+16%	-8%	-7%	+8%	-11%	+7%	-13%	+2%	+4%	+13%
	% of Total FT Employees	0.3%	0.2%	0.3%	0.3%	0.2%	0.3%	0.3%	0.3%	0.3%	0.3%

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: Workday report 12-31-2023, including full-time employees (permanent & temporary). Excludes NE National Guard, Per Diem, Inmate, Patient, and On-call workers.

Asian or Pacific Islander Full-Time Employees by Agency

2023

Rank	Agency	12/23 ¹	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
1	Health & Human Services	90	79	81	82	73	74	68	59	54	46
2	Corrections	29	31	24	30	33	31	32	25	26	24
3	Revenue	29	26	22	21	22	20	20	17	19	13
4	Transportation	27	24	26	28	20	16	16	16	16	13
5	Education	18	15	13	15	13	10	8	7	5	4
6	Labor	17	8	10	11	12	14	14	13	14	10
7	Administrative Services	16	15	18	22	16	9	12	8	9	6
8	Supreme Court	12	10	15	17	15	13	9	10	7	5
9	Veterans' Affairs	9	5	5	6	5	8	9	0	0	0
10	Legislature	6	2	2	2	1	2	3	3	2	2
11	Economic Development	5	---	---	---	---	---	---	---	---	---
12	Insurance	5	4	5	2	3	3	3	3	2	0
13	State Patrol	5	4	4	6	6	7	4	5	4	3
14	Game and Parks Commission	4	4	4	5	6	4	6	7	5	3
15	Natural Resources Department	4	4	3	3	3	2	3	3	4	4
16	Agriculture	2	2	3	3	3	3	5	5	4	3
17	Environment and Energy	2	4	6	5	6	5	4	5	4	3
18	Military	2	2	2	2	2	2	--	--	--	--
---	Crime Commission	0	1	2	3	4	3	--	--	--	--
---	All Other Agencies	12	16	12	13	8	10	12	10	10	7
Total		294	256	257	276	251	236	228	196	185	146
% Change from Previous Year		+15%	-0%	-7%	+10%	+6%	+4%	+16%	+6%	+27%	+4%
% of Total FT Employees		2%	2%	2%	2%	2%	1%	1%	1%	1%	1%

¹For 2023, additional categories were included to more accurately represent employees who identified as Asian and/or Pacific Islander. Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: Workday report 12-31-2023, including full-time employees (permanent & temporary). Excludes NE National Guard, Per Diem, Inmate, Patient, and On-call workers.

Other Minority Group Full-Time Employees by Agency¹

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
1	Health & Human Services	176	122	96	114	91	67	65	72	62	47
2	Supreme Court	62	58	45	47	48	48	40	28	19	13
3	Corrections	56	54	43	41	43	45	34	33	29	18
4	Transportation	44	42	37	36	36	29	16	16	23	33
5	Veterans' Affairs	18	22	11	10	10	16	5	0	0	0
6	Administrative Services	12	13	15	16	21	14	12	9	10	7
7	Education	9	8	5	5	6	5	4	4	3	2
8	State Patrol	9	11	9	9	7	6	7	6	6	10
9	Environment and Energy	7	5	5	5	5	3	3	4	4	2
10	Legislature	7	9	7	5	7	6	7	5	4	3
11	Labor	5	9	6	6	6	7	4	4	5	3
12	Military	4	3	3	3	3	4	2	2	3	3
13	Agriculture	3	2	2	0	2	3	2	2	2	1
14	Motor Vehicles	3	0	0	1	3	0	1	1	0	1
15	Revenue	3	3	5	5	9	7	3	5	3	3
16	State Treasurer	3	3	3	3	3	2	2	3	3	1
17	Game and Parks	2	5	1	2	4	3	1	1	0	3
18	Insurance	2	2	2	2	3	3	---	---	---	---
19	Liquor Control Commission	2	0	0	0	2	2	---	---	---	---
20	Parole Board	2	0	0	0	1	2	---	---	---	---
21	Attorney General	1	2	0	0	1	1	1	1	2	1
22	State Auditor	1	2	2	2	0	0	0	0	0	0
---	All Other Agencies	16	13	13	11	10	12	7	7	7	10
Total		447	388	310	323	321	285	216	203	185	161
% Change from Previous Year		+15%	+25%	-4%	+1%	+13%	+32%	+6%	+10%	+15%	+18%
% of Total FT Employees		3%	2%	2%	2%	2%	2%	1%	1%	1%	1%

¹Other Minority Groups include employees who identified with multiple ethnicities and groups not included on the preceding tables.

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: Workday report 12-31-2023, including full-time employees (permanent & temporary). Excludes NE National Guard, Per Diem, Inmate, Patient, and On-call workers.

Section D: Leave Data

Sick Leave Statutes¹

81-1320. Permanent state employees; sick leave; schedule. Permanent employees of the State of Nebraska shall be entitled to sick leave with full pay computed at the rate of eight work hours per month for each calendar month of service. Those employees who have completed five or more years of service shall be entitled to one hundred thirty-six hours of sick leave during their sixth year of employment and shall thereafter be entitled to an additional eight hours of sick leave for each year of service not to exceed two hundred forty hours per calendar year². Sick leave shall be earned in accordance with the following schedule:

During 1st year of continuous employment.....	96 hours per year
During 2nd year of continuous employment	96 hours per year
During 3rd year of continuous employment	96 hours per year
During 4th year of continuous employment	96 hours per year
During 5th year of continuous employment	96 hours per year
During 6th year of continuous employment	136 hours per year
During 7th year of continuous employment	144 hours per year
During 8th year of continuous employment	152 hours per year
During 9th year of continuous employment	160 hours per year
During 10th year of continuous employment	168 hours per year
During 11th year of continuous employment	176 hours per year
During 12th year of continuous employment	184 hours per year
During 13th year of continuous employment	192 hours per year
During 14th year of continuous employment	200 hours per year
During 15th year of continuous employment	208 hours per year
During 16th year of continuous employment	216 hours per year
During 17th year of continuous employment	224 hours per year
During 18th year of continuous employment	232 hours per year
During 19th year of continuous employment and thereafter	240 hours per year;

Provided, that employees who are regularly employed less than forty hours a week shall be entitled to sick leave proportionate to their regular work week; and provided further, that any employee who has been employed by the Legislature or Legislative Council shall, for sick leave entitlement purposes, be credited with one continuous year of employment for each two hundred sixty working days such employee was employed by the Legislature or Legislative Council.

Source: Laws 1973, LB 340.

81-1321. State employee, defined. As used in sections 81-1320 to 81-1326, state employee shall mean any person or officer employed by the state including the head of any department or agency, except when such head is a board or commission, and who works a full-time or part-time schedule on an on-going basis.

Source: Laws 1973, LB 340, § 2; Laws 1974, LB 1003, § 1; Laws 1997, LB 314 § 18.

Sick Leave Statutes, continued

81-1322. State employee; terminated; returns within one year; sick leave computed; exceptions.

For the purpose of sections 81-1320 to 81-1326, any state employee whose employment has been terminated, for other than disciplinary reasons, and who returns to state employment within one year from the date of such termination shall have his or her service for sick leave entitlement computed by combining prior continuous service with current continuous service disregarding such period of absence and shall have reinstated to his or her sick leave account all earned sick leave not used at the time of his or her departure, except that any employee who has retired or voluntarily terminated in lieu of retirement shall, if he or she returns to state employment, be considered a new employee for the purpose of sick leave entitlement.

Source: Laws 1973, LB 340, § 3; Laws 1974, LB 1003, § 2; Laws 1997, LB 314 § 19.

81-1323. Sick leave account; balanced as of December 31 each year. The sick leave account shall be balanced as of 11:59 p.m. Central Standard Time on December 31 each calendar year. Sick leave shall be cumulative for not more than one thousand four hundred forty hours.

Source: Laws 1973, LB 340, § 4; Laws 1993, LB 697, § 5.

81-1324. Sick leave; termination. All sick leave shall expire on the date of separation and no employee shall be reimbursed for sick leave outstanding at the time of termination, except as provided in sections 81-1320 to 81-1326.

Source: Laws 1973, LB 340, § 5; Laws 1997, LB 314 § 20.

81-1325. Employee; retirement; death; payment for unused sick leave benefits. Each employee who meets the minimum age and service requirements for retirement under any existing state or federal retirement system shall, upon termination of employment with the state by reason of retirement or voluntary resignation in lieu of retirement, be entitled to a one-time payment of one-fourth of his or her accumulated unused sick leave, with the rate of payment based upon his or her regular pay at the time of termination or retirement. Upon the death of an employee, his or her beneficiary shall be paid one-fourth of his or her accumulated unused sick leave, with the rate of payment based upon his or her regular pay at the date of death.

Source: Laws 1973, LB 340, § 6; Laws 1974, LB 1003, § 3; Laws 1986, LB 325, § 14; Laws 1986, LB 311, § 23.

81-1326. Permanent employee; transferred to another agency; sick leave transferred. A permanent employee who is transferred from one agency to another shall have his accrued sick leave transferred to the receiving agency.

Source: Laws 1973, LB 340, § 7.

¹The State Employees Collective Bargaining Act (81-1369 to 81-1388) allows labor contract provisions to differ from state statute.

²Beginning July 1st, 2009, a separate sick leave schedule was created for the "E" Bargaining Unit.

Average Sick Days Used by Agency

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
1	MV Industry Licensing Board	21.5	7.7	10.4	12.0	10.2	10.3	12.6	11.2	16.1	7.9
2	Accountability & Disclosure	19.5	8.1	7.8	5.7	8.9	10.9	8.4	8.0	8.0	6.3
3	Public Advocacy Commission	18.9	9.1	7.8	15.2	9.4	6.1	9.6	6.4	6.9	8.1
4	State Treasurer	15.1	13.3	12.3	7.7	12.9	13.3	12.4	11.8	12.0	12.0
5	Indian Affairs Commission	12.8	2.5	11.1	3.3	6.1	5.4	8.0	8.7	4.2	6.0
6	Power Review Board	12.7	5.4	11.0	7.3	15.2	12.8	13.0	14.7	13.3	12.3
7	Postsecondary Education	12.5	11.6	14.0	5.7	11.4	10.4	11.0	9.5	6.7	5.8
8	Library Commission	12.2	9.9	8.5	7.8	11.9	11.4	10.6	9.9	10.2	12.3
9	Tax Equalization & Review Comm.	12.0	13.3	10.8	14.1	15.4	13.1	9.9	8.7	12.4	11.6
10	Industrial Relations Commission	11.9	6.3	30.9	17.2	18.8	10.1	14.3	8.7	12.3	18.3
11	Secretary of State	11.8	13.0	8.5	9.4	7.7	10.4	9.2	9.3	11.2	9.2
12	Retirement Systems	11.4	10.0	8.5	7.4	7.8	7.8	8.8	9.2	8.3	7.0
13	Military	11.2	9.7	12.0	8.9	8.6	9.0	8.7	9.3	11.7	11.0
14	Workers Compensation Court	11.2	9.6	7.9	6.3	8.8	15.3	10.4	8.7	13.6	13.0
15	Transportation	11.0	11.0	11.0	9.4	11.0	10.8	10.8	10.3	10.2	10.2
16	Insurance	10.9	11.5	12.1	8.0	13.6	11.3	9.4	10.6	10.3	11.5
17	Natural Resources	10.8	9.0	8.7	7.9	10.1	9.2	10.2	10.1	9.5	10.1
18	Public Accountancy Board	10.8	3.0	3.5	7.8	10.8	11.5	11.7	7.7	8.7	8.0
19	Environment and Energy	10.6	10.0	9.6	7.1	11.6	11.3	11.2	10.0	11.2	11.8
20	Oil and Gas Conservation Comm.	10.6	6.3	11.8	10.5	8.0	8.2	7.4	4.9	8.0	8.4
21	Agriculture	10.5	8.9	9.0	7.8	8.3	8.9	8.0	7.4	7.9	7.5
22	Revenue	10.3	9.5	8.8	7.9	10.0	10.4	11.2	9.7	10.2	10.6
23	Deaf & Hard of Hearing Comm.	10.3	9.0	9.5	4.8	7.8	9.0	8.8	9.7	5.8	5.3
24	Administrative Services	10.3	8.1	9.4	9.0	10.1	9.3	9.0	8.8	9.2	9.7
25	State Patrol	10.2	8.9	8.0	6.9	7.5	7.8	8.9	7.9	7.5	7.3
26	Investment Council	9.9	3.0	3.1	1.8	4.5	5.1	3.8	4.3	4.2	8.6
27	Labor	9.8	9.7	8.4	6.5	8.5	8.7	8.7	8.6	8.7	8.8
28	Crime Commission	9.3	10.2	8.3	7.1	9.3	8.4	9.7	9.1	9.7	8.9
29	Equal Opportunity Commission	9.3	7.7	9.2	7.2	6.7	10.2	7.8	6.6	5.9	6.0
30	Corrections	9.2	8.9	9.8	9.7	8.9	9.1	8.9	8.9	8.3	8.8
31	Banking & Finance	9.1	9.0	10.2	7.6	8.8	6.9	6.5	8.0	9.7	9.0
32	Fire Marshal	9.0	2.6	5.4	7.3	6.9	6.2	7.3	9.2	8.8	7.5

Average Sick Days Used by Agency

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
33	Health & Human Services	9.0	8.4	9.6	9.1	10.1	10.2	9.9	9.8	9.8	9.5
34	Game and Parks	8.7	5.1	8.4	6.6	6.9	7.4	6.6	7.2	7.8	7.4
35	Liquor Control Commission	8.7	11.2	14.2	7.8	14.2	11.2	10.6	11.3	10.8	13.7
36	Attorney General	8.6	9.4	8.9	8.0	10.9	8.9	9.7	9.0	7.6	8.6
37	Education	8.4	7.7	7.2	6.6	11.5	10.5	10.1	9.6	10.0	9.9
38	Foster Care Review Office	8.4	9.5	8.1	5.7	10.2	9.2	11.9	6.5	8.7	11.1
39	Motor Vehicles	8.3	9.8	8.7	6.6	7.8	7.7	7.9	7.1	7.9	8.9
40	Educational Lands and Funds	8.2	6.4	8.9	14.4	9.0	8.1	10.3	9.8	10.4	8.1
41	Blind & Visually Impaired Comm.	8.2	6.6	8.8	8.3	9.9	10.4	7.2	8.1	9.2	11.4
42	Parole Board	8.1	6.4	6.6	3.8	9.2	9.0	7.9	8.3	6.7	11.4
43	Supreme Court	8.1	8.2	8.1	6.8	7.5	6.8	6.8	6.6	7.5	7.0
44	Engineers and Architects Board	7.7	3.5	3.1	3.3	10.5	8.0	6.7	3.4	7.2	10.6
45	Educational Telecommunications	7.7	11.0	5.9	5.4	7.3	7.2	5.7	5.7	7.6	6.4
46	Veterans Affairs	7.6	7.3	8.1	7.6	7.2	6.9	7.6	12.5	10.2	7.8
47	Ethanol Board	7.5	1.3	8.9	5.6	3.3	6.7	10.5	8.0	8.8	8.3
48	Legislature	7.2	7.3	7.1	5.5	8.5	9.4	8.3	8.1	6.1	9.1
49	Wheat Board	7.1	1.2	6.1	1.9	2.9	7.2	14.0	4.3	2.7	11.5
50	Real Estate Commission	7.0	6.1	6.7	16.4	6.9	15.7	5.3	7.8	5.3	5.8
51	History Nebraska	6.8	8.9	10.7	7.6	9.0	7.9	7.3	9.5	13.0	12.3
52	State Auditor	6.7	6.8	6.7	6.5	4.8	5.4	6.9	4.6	6.0	4.8
53	Economic Development	6.5	6.3	4.0	5.3	6.9	5.8	9.3	10.0	10.2	8.3
54	Nebraska Tourism Commission	6.4	7.6	4.2	2.5	8.1	4.3	7.3	3.7	4.3	7.0
55	Public Service Commission	6.4	6.9	5.7	6.1	9.4	10.0	10.6	14.7	11.1	11.8
56	Arts Council	5.6	9.5	5.0	4.0	6.3	5.3	6.9	6.9	3.1	7.8
57	Electrical Board	5.5	12.7	8.2	6.0	8.4	8.7	10.2	11.4	10.7	8.8
58	Racing & Gaming Commission	5.5	2.6	1.6	3.9	10.5	6.6	11.5	5.2	8.2	6.0
59	Governor/Policy Research	4.4	6.4	5.4	3.3	7.6	5.6	2.7	1.8	4.9	7.4
60	Latino American Commission	4.2	0.5	10.0	6.9	6.4	5.4	19.0	9.3	10.3	6.3
61	Brand Commission	4.1	2.2	1.1	4.0	1.1	3.0	2.3	3.4	4.2	2.8
62	Barber Examiners Board	3.3	2.6	2.2	4.0	6.5	2.9	2.5	3.5	13.5	11.0
63	Corn Board	2.9	1.6	5.2	3.8	5.1	5.2	5.3	5.7	6.5	5.8
64	Real Property Appraiser Board	2.0	0.9	1.1	2.0	3.1	3.4	5.3	7.7	5.7	3.3

Average Sick Days Used by Agency

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
65	Grain Sorghum Board	0.7	0.0	0.0	0.0	0.2	0.0	0.0	1.0	0.0	3.0
66	African American Affairs Comm.	0.7	0.0								
67	Abstracters Board of Examiners	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0
68	Dry Bean Commission	0.0	2.7	0.0	0.0	0.0	1.2	0.0	0.0	1.0	0.0
69	Lieutenant Governor	0.0	1.6	1.6	1.0	9.0	5.0	1.0	6.5	4.0	0.0
---	Aeronautics	---	---	---	---	---	---	---	10.6	15.8	11.2
---	Energy	---	---	---	---	---	12.9	15.4	13.6	10.4	10.7
State Average ¹		9.2	8.1	9.2	8.3	9.3	9.2	9.1	9.1	9.2	9.1
% Change from Previous Year		+13%	-12%	+11%	-11%	+1%	+1%	+0%	-1%	+1%	+1%

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: EnterpriseOne Report 12/31/2023. Does not include temporary, per-diem, or on-call employees.

Average Unused Sick Days by Agency

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
1	Dry Bean Commission	210	207	236	208	208	204	183	158	137	120
2	Accountability & Disclosure	150	153	129	116	106	112	120	115	95	106
3	Investment Council	120	81	121	112	122	112	97	87	76	72
4	Postsecondary Education	118	131	129	134	116	118	134	120	111	106
5	Barber Examiners Board	114	50	87	73	60	51	40	28	19	20
6	Public Advocacy Commission	113	158	157	152	149	142	71	127	118	135
7	Educational Lands and Funds	110	78	140	131	135	130	135	140	137	158
8	Real Estate Commission	104	76	122	102	116	108	99	25	86	86
9	State Treasurer	102	103	98	90	70	66	64	57	52	54
10	Library Commission	99	102	97	87	80	82	80	80	78	83
11	Power Review Board	99	35	100	88	79	78	77	76	76	76
12	Tax Equalization & Review Comm.	98	93	119	115	111	106	90	75	83	75
13	Educational Telecommunications	97	124	125	119	119	117	129	128	137	131
14	Real Property Appraiser Board	97	43	100	85	70	57	55	92	20	17
15	Industrial Relations Commission	92	22	73	79	70	64	74	65	53	54
16	Indian Affairs Commission	92	17	100	91	86	125	83	81	60	57
17	Game and Parks	90	60	108	108	110	120	127	131	131	132
18	Public Accountancy Board	89	22	95	79	76	71	71	71	123	121
19	Nebraska Tourism Commission	84	74	71	60	48	45	60	37	36	54
20	Fire Marshal	84	38	90	90	90	97	94	94	101	103
21	State Patrol	83	88	93	91	93	93	95	102	103	100
22	Administrative Services	77	64	87	88	91	93	100	101	101	106
23	Foster Care Review Office	76	74	76	78	72	68	57	56	53	55
24	Agriculture	74	89	102	103	101	105	107	109	112	113
25	Revenue	74	78	86	84	84	89	96	98	100	105
26	Wheat Board	71	105	124	109	136	146	139	81	76	109
27	Blind & Visually Impaired Comm.	70	70	95	96	112	96	102	108	109	102
28	Corn Board	70	24	112	96	61	81	82	74	85	78
29	Transportation	70	77	86	87	89	92	95	94	95	99
30	Workers Compensation Court	69	77	89	81	79	80	82	82	90	91
31	Natural Resources	69	59	82	79	77	75	79	81	83	82
32	Public Service Commission	68	66	72	73	70	69	80	77	85	92

Average Unused Sick Days by Agency

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
33	Retirement Systems	66	68	78	93	93	96	94	92	93	84
34	Attorney General	66	68	86	83	82	80	77	73	69	64
35	Brand Commission	63	48	63	65	77	82	108	104	107	116
36	Environment and Energy	62	64	70	74	73	76	80	78	79	84
37	State Auditor	62	55	74	68	69	61	69	70	63	65
38	Governor/Policy Research	62	67	89	78	71	81	59	61	60	66
39	Electrical Board	60	67	85	78	79	72	70	69	84	93
40	MV Industry Licensing Board	59	52	80	94	89	81	77	68	64	76
41	Arts Council	57	70	83	64	54	50	52	66	62	61
42	Secretary of State	57	59	59	62	58	59	58	54	58	60
43	Supreme Court	57	60	66	62	62	61	63	63	64	65
44	Equal Opportunity Commission	56	51	65	60	69	78	87	91	105	95
45	Motor Vehicles	54	62	66	68	72	77	86	89	95	107
46	Parole Board	54	64	74	67	76	87	99	100	98	120
47	Education	52	51	58	59	59	61	65	69	72	75
48	Crime Commission	52	53	66	60	55	59	65	70	75	89
49	Legislature	51	52	61	64	62	66	67	75	70	80
50	Oil and Gas Conservation Comm.	51	50	67	72	71	92	89	85	151	171
51	Banking & Finance	50	52	62	63	61	67	76	80	90	102
52	History Nebraska	49	56	80	84	85	88	95	89	93	91
53	Insurance	47	46	56	59	54	55	58	58	59	59
54	Labor	45	48	55	51	55	56	58	65	67	74
55	Engineers and Architects Board	44	21	35	25	50	51	47	38	62	78
56	Corrections	42	44	53	48	49	48	50	51	51	52
57	Military	42	44	49	53	56	62	64	69	69	69
58	Economic Development	41	48	64	63	63	59	60	62	63	74
59	Racing & Gaming Commission	39	46	181	159	143	180	173	171	161	156
60	Health & Human Services	37	38	47	47	49	54	56	58	58	60
61	Liquor Control	33	39	39	38	30	23	21	21	37	46
62	Veterans Affairs	32	36	49	48	45	51	59	78	95	88
63	Latino-American Commission	29	13	78	47	56	30	36	25	20	17
64	Deaf & Hard of Hearing Comm.	23	26	27	23	20	16	20	22	45	39

Average Unused Sick Days by Agency

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
65	Ethanol Board	22	6	17	26	19	15	56	105	109	107
66	Grain Sorghum Board	19	24	34	22	0	0	202	200	197	198
67	Lieutenant Governor	17	103	117	104	97	100	104	3	3	0
68	Abstracters Board of Examiners	17	3	10	7	4	1	0	194	184	172
69	African American Affairs Comm.	0	0	---	---	---	---	---	---	---	---
---	Aeronautics	---	---	---	---	---	---	---	141	133	136
---	Energy	---	---	---	---	---	75	78	77	81	83
	State Average	53	46	66	64	65	68	72	72	73	75
	% Change from Previous Year	+15%	-31%	+3%	-2%	-4%	-6%	+0%	-1%	-3%	-3%

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: EnterpriseOne Report 12/31/2023. Does not include temporary, per-diem, or on-call employees.

Sick Leave Expenditures by Agency

2023		FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Rank	Agency					
1	Health & Human Services	\$10,366,769	\$9,710,118	\$9,042,028	\$9,083,615	\$9,120,641
2	Corrections	\$6,098,245	\$5,032,373	\$3,497,834	\$3,963,168	\$3,851,097
3	Transportation	\$5,284,275	\$5,766,011	\$4,885,740	\$4,687,294	\$4,890,016
4	Supreme Court	\$3,102,297	\$3,150,499	\$2,651,058	\$2,425,429	\$2,344,641
5	State Patrol	\$2,136,551	\$2,018,359	\$1,064,270	\$1,469,178	\$1,496,652
6	Administrative Services	\$1,828,587	\$2,031,496	\$1,961,647	\$1,810,465	\$1,421,021
7	Veterans Affairs	\$1,446,714	\$1,205,931	\$978,353	\$1,091,888	\$648,766
8	Education	\$1,182,864	\$1,196,451	\$892,550	\$1,218,855	\$1,390,856
9	Game and Parks	\$1,131,587	\$1,085,517	\$1,023,862	\$753,831	\$926,241
10	Revenue	\$960,941	\$890,704	\$780,952	\$781,400	\$959,615
11	Legislature	\$827,218	\$690,134	\$585,451	\$570,053	\$670,937
12	Labor	\$624,388	\$805,869	\$594,120	\$593,531	\$672,984
13	Environment and Energy	\$548,624	\$501,651	\$430,459	\$435,966	\$529,651
14	Military	\$386,924	\$418,995	\$2,307,938	\$344,665	\$342,634
15	Motor Vehicles	\$361,945	\$454,968	\$357,154	\$372,151	\$354,415
16	Agriculture	\$357,379	\$378,941	\$328,237	\$297,713	\$276,360
17	Attorney General	\$355,474	\$328,348	\$307,261	\$277,793	\$217,682
18	Insurance	\$320,209	\$369,692	\$276,931	\$252,929	\$340,099
19	Natural Resources	\$317,817	\$313,262	\$256,869	\$234,612	\$262,154
20	Economic Development	\$191,162	\$123,535	\$65,179	\$116,344	\$88,415
21	Banking & Finance	\$185,535	\$245,408	\$185,122	\$188,886	\$173,379
22	History Nebraska	\$183,320	\$250,225	\$158,068	\$165,150	\$101,426
23	Parole Board	\$166,962	\$140,008	\$71,707	\$109,659	\$133,162
24	Crime Commission	\$152,544	\$110,143	\$79,219	\$104,099	\$93,055
25	Secretary of State	\$140,794	\$110,200	\$77,850	\$61,595	\$91,586
26	State Auditor	\$127,092	\$151,427	\$94,732	\$59,893	\$63,281
27	State Treasurer	\$119,755	\$125,682	\$80,913	\$87,666	\$130,349
28	Educational Lands and Funds	\$117,909	\$59,246	\$102,907	\$79,412	\$57,750
29	Fire Marshal	\$116,995	\$104,592	\$157,979	\$129,494	\$117,072
30	Retirement Systems	\$116,456	\$115,126	\$131,012	\$80,958	\$74,090
31	Educational Telecommunications	\$114,659	\$123,736	\$47,725	\$103,427	\$102,911
32	Workers Compensation Court	\$114,595	\$95,177	\$72,857	\$92,887	\$111,643
33	Public Service Commission	\$105,893	\$125,779	\$142,313	\$127,861	\$127,115

Sick Leave Expenditures by Agency

2023						
Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
34	Library Commission	\$94,029	\$64,832	\$63,171	\$62,721	\$102,022
35	Blind & Visually Impaired Comm.	\$81,292	\$99,309	\$106,872	\$99,483	\$149,782
36	Governor/Policy Research	\$51,777	\$50,809	\$24,356	\$35,558	\$25,882
37	Foster Care Review Office	\$51,396	\$72,787	\$39,544	\$55,114	\$50,194
38	Equal Opportunity Commission	\$45,357	\$48,641	\$40,813	\$48,066	\$62,544
39	Electrical Board	\$43,042	\$71,080	\$31,478	\$33,187	\$30,116
40	Brand Committee	\$41,106	\$68,809	\$67,669	\$61,660	\$55,556
41	Arts Council	\$34,671	\$12,145	\$8,837	\$9,736	\$10,771
42	Liquor Control Commission	\$34,139	\$56,445	\$35,666	\$37,341	\$38,380
43	Public Advocacy Commission	\$32,914	\$26,730	\$37,982	\$33,744	\$22,539
44	Deaf & Hard of Hearing Commission	\$32,781	\$24,527	\$16,672	\$20,575	\$26,898
45	Postsecondary Education	\$29,347	\$33,011	\$19,037	\$29,935	\$27,637
46	Tax Equalization & Review Comm.	\$28,111	\$40,040	\$26,645	\$25,951	\$28,605
47	MV Industry Licensing Board	\$26,535	\$27,301	\$14,261	\$20,555	\$31,997
48	Investment Council	\$22,344	\$24,078	\$9,966	\$33,815	\$15,375
49	Nebraska Tourism Commission	\$18,057	\$11,980	\$3,978	\$18,476	\$10,842
50	Oil and Gas Conservation Comm.	\$17,311	\$16,367	\$44,421	\$16,725	\$13,593
51	Real Estate Commission	\$16,826	\$17,261	\$39,734	\$12,728	\$22,069
52	Racing & Gaming Commission	\$13,640	\$3,733	\$2,464	\$6,963	\$15,855
53	Accountability & Disclosure	\$13,383	\$11,866	\$8,008	\$9,464	\$26,542
54	Engineers and Architects Board	\$11,427	\$6,921	\$15,170	\$8,429	\$9,500
55	Industrial Relations Commission	\$9,732	\$11,453	\$11,176	\$10,378	\$17,485
56	Public Accountancy Board	\$9,050	\$5,115	\$3,999	\$5,557	\$11,057
57	Power Review Board	\$8,367	\$8,638	\$6,420	\$6,716	\$9,369
58	Indian Affairs Commission	\$7,260	\$4,985	\$5,722	\$2,947	\$2,647
59	Ethanol Board	\$5,237	\$10,553	\$3,088	\$3,434	\$32,201
60	Corn Board	\$3,831	\$6,019	\$6,496	\$5,367	\$14,970
61	Wheat Board	\$2,888	\$7,121	\$8,280	\$1,916	\$4,814
62	Latino-American Commission	\$2,174	\$8,009	\$5,685	\$3,350	\$2,243
63	Real Property Appraiser Board	\$1,534	\$653	\$659	\$1,715	\$2,202
64	Barber Examiners Board	\$1,348	\$806	\$1,632	\$2,448	\$424
65	Dry Bean Commission	\$338	\$193	\$0	\$0	\$118
66	Grain Sorghum Board	\$256	\$0	\$0	\$44	\$13,580

Sick Leave Expenditures by Agency

2023		FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Rank	Agency					
67	Lieutenant Governor	\$38	\$151	\$87	\$75	\$1,099
---	Abstracters Board of Examiners	\$0	\$0	\$0	\$0	\$0
---	Energy	---	---	---	---	\$50,519
Totals ¹		\$40,384,021	\$39,081,971	\$34,400,285	\$32,896,039	\$33,121,122
% Change from Previous Year		+3%	+14%	+5%	-1%	-2%
% of All State Personal Services ²		1.3%	1.4%	1.3%	1.2%	1.3%

¹Includes data from all state agencies except the University of Nebraska and the State Colleges.

²Percentage of all state agency salaries and benefits expenditures, including the University of Nebraska and the State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Code 512200).

Sick Leave Balance Days - Distribution History

Percentage of Employees

Sick Leave Balance Days			12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
Less	than	-10 days	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%
-10	to	-1 days	0.3%	0.4%	0.4%	0.5%	0.2%	0.3%	0.2%	20.3%	0.2%	0.2%
0	to	9 days	41.6%	51.4%	32.6%	32.5%	35.2%	27.5%	31.9%	18.8%	31.8%	30.9%
10	to	19 days	13.3%	10.0%	13.5%	14.6%	12.9%	28.8%	13.0%	9.3%	12.7%	12.3%
20	to	29 days	7.1%	6.0%	8.8%	8.4%	7.5%	6.0%	7.4%	6.6%	7.5%	7.3%
30	to	39 days	4.8%	4.2%	5.8%	5.4%	4.7%	4.5%	5.5%	4.4%	4.9%	4.8%
40	to	49 days	3.9%	3.1%	3.8%	3.8%	4.1%	3.3%	4.1%	3.4%	3.8%	3.8%
50	to	59 days	2.6%	2.2%	3.0%	3.1%	2.9%	2.4%	3.0%	2.5%	2.9%	3.1%
60	to	69 days	2.2%	1.8%	2.6%	2.6%	2.6%	2.0%	2.4%	2.2%	2.4%	2.6%
70	to	79 days	2.1%	1.6%	2.5%	2.3%	2.0%	1.7%	2.2%	2.0%	2.2%	2.2%
80	to	89 days	1.5%	1.6%	1.9%	1.8%	1.6%	1.5%	1.7%	1.8%	2.0%	1.9%
90	to	99 days	1.5%	1.2%	1.6%	1.6%	1.6%	0.3%	1.7%	1.7%	1.9%	2.0%
100	to	109 days	1.4%	1.1%	1.5%	1.3%	1.3%	1.3%	1.5%	1.6%	1.7%	1.5%
110	to	119 days	1.1%	0.9%	1.2%	1.2%	1.4%	1.1%	1.7%	1.5%	1.4%	1.5%
120	to	129 days	0.9%	1.0%	1.1%	1.2%	1.2%	1.1%	1.3%	1.1%	1.3%	1.3%
130	to	139 days	1.2%	0.9%	1.2%	1.1%	1.2%	1.1%	1.2%	1.3%	1.2%	1.3%
140	to	149 days	1.0%	1.0%	1.0%	1.1%	1.1%	1.1%	1.0%	1.1%	1.2%	1.3%
150	to	159 days	1.0%	0.6%	0.9%	1.0%	1.1%	0.9%	1.1%	1.0%	1.1%	1.1%
160	to	169 days	0.7%	0.7%	0.9%	0.9%	1.1%	0.8%	1.1%	1.1%	1.1%	1.1%
170	to	179 days	0.8%	0.7%	0.9%	1.0%	1.0%	0.9%	1.0%	1.3%	1.2%	1.1%
180 days and over			10.9%	9.8%	14.7%	14.6%	15.1%	13.3%	16.9%	16.8%	17.8%	18.6%

Includes data from all state agencies except the University of Nebraska and State Colleges.

Source: EnterpriseOne report 12/2023. Does not include temporary, per-diem, or on-call employees.

Sick Leave Balance Days - Distribution History

Cumulative Percentage

Sick Leave Balance Days			12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
Less	than	-10 days	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%
-10	to	-1 days	0.3%	0.4%	0.4%	0.5%	0.3%	0.3%	0.3%	20.4%	0.3%	0.3%
0	to	9 days	41.9%	51.8%	33.0%	33.0%	35.5%	27.8%	32.2%	39.2%	32.0%	31.1%
10	to	19 days	55.2%	61.7%	46.5%	47.6%	48.4%	56.7%	45.1%	48.6%	44.7%	43.5%
20	to	29 days	62.3%	67.7%	55.3%	56.0%	55.9%	62.7%	52.6%	55.2%	52.2%	50.8%
30	to	39 days	67.2%	71.9%	61.0%	61.4%	60.7%	67.2%	58.0%	59.6%	57.1%	55.6%
40	to	49 days	71.1%	75.0%	64.8%	65.2%	64.8%	70.6%	62.1%	63.0%	60.9%	59.4%
50	to	59 days	73.7%	77.2%	67.9%	68.2%	67.7%	73.0%	65.2%	65.5%	63.7%	62.5%
60	to	69 days	75.9%	79.0%	70.5%	70.9%	70.3%	75.0%	67.5%	67.6%	66.1%	65.0%
70	to	79 days	77.9%	80.6%	73.0%	73.2%	72.2%	76.7%	69.7%	69.6%	68.3%	67.3%
80	to	89 days	79.5%	82.2%	74.9%	75.0%	73.9%	78.2%	71.4%	71.4%	70.3%	69.2%
90	to	99 days	81.0%	83.4%	76.5%	76.5%	75.5%	78.5%	73.1%	73.2%	72.2%	71.2%
100	to	109 days	82.4%	84.5%	78.0%	77.9%	76.8%	79.8%	74.5%	74.8%	73.8%	72.7%
110	to	119 days	83.5%	85.4%	79.3%	79.1%	78.2%	80.9%	76.2%	76.3%	75.2%	74.2%
120	to	129 days	84.4%	86.4%	80.4%	80.3%	79.5%	82.0%	77.6%	77.4%	76.5%	75.5%
130	to	139 days	85.6%	87.3%	81.5%	81.4%	80.6%	83.1%	78.8%	78.7%	77.7%	76.8%
140	to	149 days	86.6%	88.2%	82.6%	82.4%	81.7%	84.2%	79.8%	79.8%	78.9%	78.0%
150	to	159 days	87.6%	88.9%	83.5%	83.4%	82.8%	85.0%	81.0%	80.8%	80.0%	79.2%
160	to	169 days	88.2%	89.6%	84.4%	84.3%	83.9%	85.8%	82.1%	81.9%	81.0%	80.2%
170	to	179 days	89.1%	90.2%	85.3%	85.4%	84.9%	86.7%	83.1%	83.2%	82.2%	81.4%
180 days and over			100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Includes data from all state agencies except the University of Nebraska and State Colleges.

Source: EnterpriseOne report 12/2023. Does not include temporary, per-diem, or on-call employees.

Vacation Leave Statutes¹

81-1328. State employees; vacation time; schedule.

- (1) State employees shall, during each year of continuous employment, be entitled to ninety-six working hours of vacation leave with full pay.
- (2) State employees who complete five years of continuous employment by the state shall be entitled to one hundred twenty hours of vacation leave during their sixth year of employment and shall thereafter be entitled to eight additional hours of vacation leave with full pay for each additional year of continuous state employment up to a maximum of two hundred hours of vacation leave a year. Vacation leave shall be earned in accordance with the following schedule:

During 1st year of continuous employment.....	96 hours per year
During 2nd year of continuous employment	96 hours per year
During 3rd year of continuous employment	96 hours per year
During 4th year of continuous employment	96 hours per year
During 5th year of continuous employment	96 hours per year
During 6th year of continuous employment	120 hours per year
During 7th year of continuous employment	128 hours per year
During 8th year of continuous employment	136 hours per year
During 9th year of continuous employment	144 hours per year
During 10th year of continuous employment	152 hours per year
During 11th year of continuous employment	160 hours per year
During 12th year of continuous employment	168 hours per year
During 13th year of continuous employment	176 hours per year
During 14th year of continuous employment	184 hours per year
During 15th year of continuous employment	192 hours per year
During 16th year of continuous employment	200 hours per year
After 16th year of continuous employment	200 hours per year

- (3) Employees who are regularly employed less than forty hours a week shall be entitled to vacation leave proportionate to their regular work week. Any employee who has been employed by the Legislature or the Legislative Council shall, for vacation leave entitlement purposes, be credited with one continuous year of employment for each two hundred sixty working days such employee was employed by the Legislature or the Legislative Council.
- (4) As used in this section, state employee shall mean any person or officer employed by the state including the head of any department or agency, except when such a head is a board or commission, and who works a full-time or part-time schedule on an on-going basis.
- (5) For the purposes of this section, an employee who has terminated employment with the state for any reason other than disciplinary and who returns to state employment within one year from the date of termination shall have his or her service for vacation leave entitlement computed by combining prior continuous service with current continuous service disregarding the period of absence, except that an employee who has retired or voluntarily terminated in lieu of retirement shall, if he or she returns to state employment, be considered a new employee for the purpose of vacation leave entitlement.

Vacation Leave Statutes, continued

- (6) The vacation leave account of each employee shall be balanced as of 11:59 p.m. Central Standard Time on December 31 each calendar year. Each employee shall be entitled to have accumulated as of such time the number of hours of vacation leave which he or she earned during that calendar year. Hours of vacation leave accumulated in excess of that number shall be lost. Any employee shall be entitled to use any vacation time as soon as it has accrued. Any vacation time not used within one calendar year following the calendar year during which the time accrued shall be lost. In special and meritorious cases, when to limit the annual leave to the period therein specified would work a peculiar hardship, such leave may be extended in the discretion of the Governor, or in situations involving employees of the Legislature, in the discretion of the Executive Board of the Legislative Council.
- (7) It is the responsibility of the head of an employing agency to provide reasonable opportunity for a state employee to use rather than forfeit accumulated vacation leave. If a state employee makes a reasonable written request to use vacation leave before the leave must be forfeited under this section and the employing agency denies the request, the employing agency shall pay the state employee the cash equivalent of the amount of forfeited vacation leave that was requested and denied. Such cash payment shall be made within thirty days after the requested and denied vacation leave is forfeited under this section. Such cash payment shall be considered compensation for purposes of a state employee's retirement benefit in a defined contribution or cash balance benefit plan administered by the Public Employees Retirement Board but shall not be considered compensation for purposes of a state employee's retirement benefit in any other defined benefit plan administered by the Public Employees Retirement Board. In determining whether a state employee's request to use vacation leave is reasonable, the employing agency shall consider the amount of vacation leave requested, the number of days remaining prior to forfeiture during which the state employee may take vacation leave, the amount of notice given to the employing agency prior to the requested vacation leave, any effects on public safety, and other relevant factors. This subsection shall not apply to state employees who are exempt from the State Personnel System pursuant to subdivisions (1)(g) and (h) of section 81-1316.
- (8) Each employee, upon retirement, dismissal, or voluntary separation from state employment, shall be paid for unused accumulated vacation leave. Upon the death of an employee, his or her beneficiary shall be paid for unused accumulated vacation leave.
- (9) A permanent employee who is transferred from one agency to another shall have his or her accrued vacation leave transferred to the receiving agency.
- (10) The Director of Personnel shall adopt and promulgate such rules and regulations as are necessary to administer this section.

Source: Laws 1973, LB 469, §1; Laws 1974, LB 890, §1; Laws 1993, LB 697, §6; Laws 2016, LB830 §2.

¹*The State Employees Collective Bargaining Act (81-1369 to 81-1388) allows labor contract provisions to differ from state statute.*

Average Vacation Days Used by Agency

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
1	Accountability & Disclosure	29.6	23.4	22.7	18.3	25.3	19.6	19.9	19.1	20.5	18.5
2	Public Accountancy Board	24.6	3.9	14.8	10.8	19.1	17.3	15.7	14.0	18.7	21.7
3	Dry Bean Commission	23.9	22.9	23.3	15.2	20.8	18.8	18.0	16.0	16.0	15.0
4	Tax Equalization & Review Comm.	22.9	18.5	17.8	17.7	18.4	18.0	17.1	12.3	20.0	15.8
5	Barber Examiners Board	22.4	9.2	19.3	15.4	20.4	12.7	13.5	10.5	4.5	4.0
6	Power Review Board	22.4	7.6	19.2	17.2	22.5	23.6	22.7	21.7	20.3	14.7
7	Investment Council	22.3	10.9	15.2	10.9	19.6	16.6	15.0	16.9	13.4	13.4
8	Industrial Relation Commission	22.3	4.2	21.9	24.8	21.8	18.7	18.7	18.0	13.3	19.0
9	Indian Affairs Commission	21.1	3.1	23.7	12.6	17.4	31.8	23.7	15.3	11.8	15.3
10	Library Commission	20.9	20.2	17.9	15.6	19.8	17.7	19.2	19.1	18.4	19.1
11	Postsecondary Education	20.5	20.5	21.8	16.3	18.5	19.2	22.5	17.4	18.8	17.8
12	State Treasurer	20.3	22.2	17.6	13.9	18.9	18.8	19.0	17.4	14.8	14.1
13	MV Industry Licensing Board	19.3	12.0	18.3	17.0	20.0	17.0	19.9	14.6	12.9	16.4
14	Public Advocacy Commission	19.2	21.5	21.5	22.0	20.8	20.5	22.0	17.9	20.9	19.4
15	Foster Care Review Office	19.1	16.7	17.1	13.1	17.9	16.8	16.0	13.8	15.4	14.2
16	State Patrol	17.5	17.2	17.1	15.2	17.2	17.4	17.2	17.9	18.0	17.2
17	Administrative Services	17.3	12.9	17.3	15.6	17.7	16.7	17.3	17.8	17.6	18.7
18	Revenue	17.0	15.7	16.3	13.8	17.5	16.5	18.4	17.7	18.0	19.0
19	Nebraska Tourism Commission	16.9	12.9	13.9	9.4	13.2	11.8	17.2	10.1	11.6	14.4
20	Insurance	16.7	14.5	16.4	14.5	16.8	15.6	15.5	15.7	15.4	15.6
21	Environment and Energy	16.2	14.7	15.3	13.2	17.3	16.8	17.3	16.8	16.5	18.0
22	Fire Marshal	16.1	7.1	15.4	15.1	16.8	16.1	17.1	16.8	17.8	18.1
23	Transportation	16.0	15.4	16.4	15.4	17.4	17.0	18.0	17.7	17.6	18.6
24	Natural Resources	15.7	12.5	15.4	14.0	17.0	15.3	17.2	16.1	15.4	17.6
25	Workers Compensation Court	15.7	15.1	14.2	12.5	14.1	14.6	16.4	15.4	15.0	16.5
26	Retirement Systems	15.7	14.3	15.5	13.6	17.0	17.4	17.5	19.2	19.1	19.2
27	Game and Parks	15.7	9.1	14.6	14.3	16.3	15.6	16.4	17.0	16.7	17.0
28	Oil and Gas Conservation Comm.	15.7	9.3	14.6	15.9	15.6	17.8	17.5	15.1	22.1	19.8
29	Crime Commission	15.5	13.2	13.6	12.3	14.8	12.9	15.0	14.6	14.7	15.6
30	Agriculture	15.5	14.4	15.6	14.2	16.3	15.3	15.8	15.9	16.2	16.9
31	Military	15.4	14.6	15.4	13.9	15.1	14.8	15.8	16.8	15.7	16.5

Average Vacation Days Used by Agency

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
32	Education	15.1	14.0	14.9	11.6	17.6	16.6	16.2	16.4	16.1	16.9
33	Blind & Visually Impaired Comm.	15.1	12.9	16.5	15.3	18.6	20.2	18.6	17.9	19.2	17.8
34	Secretary of State	15.1	15.4	12.8	13.0	13.0	13.6	14.2	14.5	15.1	14.7
35	Educational Lands and Funds	15.0	11.2	19.0	16.9	17.5	17.6	17.7	17.0	20.6	21.7
36	Banking & Finance	14.7	13.1	15.0	12.6	14.8	13.8	14.4	15.3	16.3	18.1
37	Educational Telecommunications	14.6	15.9	14.4	12.5	15.0	13.9	16.9	16.9	19.1	17.7
38	Public Service Commission	14.3	13.6	12.2	11.7	14.3	15.7	16.1	14.8	16.3	17.1
39	Labor	14.2	13.5	13.7	11.0	13.6	13.5	13.8	15.2	15.0	15.6
40	Attorney General	14.0	14.2	15.5	12.9	15.2	15.9	15.9	15.0	14.1	14.1
41	Equal Opportunity Commission	14.0	10.6	14.5	11.7	13.4	14.1	18.7	16.9	17.0	17.6
42	Motor Vehicles	13.8	14.5	14.6	12.3	14.2	14.0	15.6	16.3	16.1	17.2
43	Corrections	13.7	12.2	13.7	12.2	13.5	13.1	13.1	13.7	13.2	14.1
44	Electrical Board	13.5	13.0	15.8	14.4	17.6	14.2	17.6	13.2	15.1	17.1
45	Real Estate Commission	13.5	11.3	21.5	16.8	16.3	17.7	20.1	6.0	15.4	16.7
46	Engineers and Architects Board	13.2	6.3	8.5	5.2	17.7	13.0	11.6	7.6	13.8	13.7
47	Parole Board	12.9	12.0	12.8	10.9	16.6	15.8	17.9	18.6	18.3	22.1
48	Health & Human Services	12.9	11.5	13.7	12.2	14.1	14.6	14.6	14.9	14.4	14.7
49	Arts Council	12.8	17.2	17.0	13.3	20.3	10.1	10.8	14.9	11.4	11.2
50	Supreme Court	12.8	12.1	13.0	11.6	12.1	11.8	12.5	11.8	12.4	12.2
51	Ethanol Board	12.5	2.3	12.4	12.1	6.5	7.0	13.2	14.0	17.0	11.5
52	Liquor Control Commission	12.5	16.0	15.7	10.3	15.5	11.1	12.7	12.3	12.8	17.7
53	History Nebraska	12.4	12.9	15.3	14.5	15.6	14.8	17.1	16.9	18.2	17.4
54	State Auditor	12.4	11.2	15.0	12.6	11.1	11.5	13.2	13.4	12.2	13.0
55	Real Property Appraiser Board	12.3	6.7	19.2	14.4	11.4	7.9	12.0	16.5	8.0	5.0
56	Deaf & Hard of Hearing Commission	12.1	12.0	12.4	7.3	11.4	12.5	11.5	12.2	11.1	10.4
57	Corn Board	11.4	3.6	13.8	11.4	9.5	16.2	12.8	13.8	13.0	14.0
58	Economic Development	11.4	11.0	11.2	10.1	14.2	12.1	13.2	15.1	14.2	13.9
59	Legislature	10.8	10.6	11.7	9.3	12.1	13.0	12.0	14.2	11.7	14.0
60	Wheat Board	10.5	7.4	15.1	10.2	16.4	18.7	14.7	17.7	13.0	20.5
61	Veterans Affairs	10.4	9.7	11.4	10.1	11.4	10.7	12.2	15.2	16.3	15.8
62	Grain Sorghum Board	10.2	5.0	7.0	6.0	0.6	0.0	4.0	2.0	8.0	10.0

Average Vacation Days Used by Agency

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
63	Governor/Policy Research	10.0	10.8	13.2	10.6	12.1	13.4	11.8	12.8	10.0	11.9
64	Latino-American Commission	9.4	3.3	21.4	15.3	21.3	12.2	15.5	12.0	13.3	14.0
65	Brand Committee	9.4	2.8	2.3	7.8	7.5	10.9	8.2	9.2	9.9	10.5
66	Racing & Gaming Commission	6.7	8.6	14.9	19.2	22.5	18.9	19.0	11.8	15.2	13.8
67	African American Affairs Commissic	1.1	0.0	---	---	---	---	---	---	---	---
68	Lieutenant Governor	0.2	12.6	10.6	8.8	15.3	10.8	11.5	6.0	5.0	0.0
69	Abstractors Board of Examiners	0.0	0.1	0.0	1.2	0.0	0.0	0.0	13.0	12.0	14.0
---	Aeronautics	---	---	---	---	---	---	---	19.9	21.3	21.5
---	Energy	---	---	---	---	---	19.9	18.4	16.9	19.3	18.8
State Average		14.1	11.8	14.4	12.8	14.8	14.6	15.3	15.3	15.1	15.6
% Change from Previous Year		+19%	-18%	+13%	-14%	+1%	-5%	+0%	+1%	-3%	+0%

Includes data from all state agencies except the University of Nebraska and State Colleges.

Source: EnterpriseOne report 12/2023. Does not include temporary, per-diem, or on-call employees.

Vacation Leave Expenditures by Agency

2023		FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Rank	Commission					
1	Health & Human Services	\$14,653,085	\$14,175,116	\$13,049,009	\$12,180,305	\$13,329,539
2	Corrections	\$8,506,353	\$7,020,454	\$5,065,974	\$5,823,297	\$5,682,931
3	Transportation	\$7,849,284	\$8,235,850	\$7,843,879	\$7,208,273	\$7,712,619
4	Supreme Court	\$5,070,250	\$4,999,655	\$4,645,982	\$4,131,005	\$3,907,614
5	State Patrol	\$3,655,025	\$3,710,126	\$2,892,474	\$3,199,967	\$3,024,697
6	Administrative Services	\$2,971,616	\$3,165,773	\$3,237,681	\$2,894,597	\$2,340,658
7	Education	\$2,267,748	\$2,276,787	\$1,776,696	\$1,853,523	\$2,069,169
8	Veterans Affairs	\$1,984,561	\$1,740,519	\$1,497,207	\$1,518,654	\$1,538,974
9	Game and Parks	\$1,829,499	\$1,841,710	\$1,688,368	\$1,448,782	\$1,609,997
10	Revenue	\$1,665,425	\$1,591,371	\$1,403,332	\$1,322,591	\$1,532,632
11	Legislature	\$1,065,490	\$1,043,411	\$977,830	\$862,436	\$898,662
12	Environment and Energy	\$976,358	\$887,118	\$839,527	\$752,195	\$749,920
13	Labor	\$937,859	\$1,217,861	\$996,954	\$888,718	\$1,068,278
14	Military	\$615,082	\$601,749	\$2,881,577	\$527,109	\$527,012
15	Motor Vehicles	\$594,375	\$646,380	\$610,111	\$526,663	\$604,049
16	Agriculture	\$561,199	\$599,144	\$564,714	\$508,998	\$501,302
17	Attorney General	\$559,485	\$520,957	\$456,248	\$353,540	\$405,218
18	Natural Resources	\$478,302	\$478,176	\$438,689	\$422,933	\$409,180
19	Insurance	\$439,761	\$500,128	\$435,792	\$393,133	\$437,423
20	Economic Development	\$380,742	\$305,211	\$202,860	\$194,928	\$188,067
21	Banking & Finance	\$324,134	\$362,001	\$292,592	\$304,043	\$281,419
22	Parole Board	\$273,360	\$261,367	\$200,831	\$246,292	\$224,761
23	Fire Marshal	\$266,318	\$299,670	\$271,815	\$263,679	\$244,317
24	History Nebraska	\$258,132	\$277,374	\$239,010	\$250,822	\$209,447
25	Public Service Commission	\$220,956	\$242,043	\$178,040	\$172,620	\$205,350
26	State Auditor	\$207,829	\$279,751	\$205,072	\$183,984	\$180,728
27	Crime Commission	\$194,615	\$184,104	\$152,409	\$151,686	\$163,166
28	Workers Compensation Court	\$193,409	\$167,616	\$153,937	\$157,954	\$147,411
29	Educational Telecommunications	\$189,937	\$191,488	\$162,324	\$173,311	\$178,451
30	State Treasurer	\$182,660	\$188,111	\$157,408	\$116,579	\$173,178
31	Library Commission	\$173,622	\$162,974	\$138,136	\$119,363	\$149,832
32	Educational Lands and Funds	\$170,401	\$134,471	\$139,171	\$117,259	\$112,957

Vacation Leave Expenditures by Agency

2023						
Rank	Commission	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
33	Blind & Visually Impaired Commission	\$160,885	\$140,455	\$140,144	\$139,244	\$206,823
34	Retirement Systems	\$159,007	\$167,461	\$186,401	\$164,178	\$163,209
35	Secretary of State	\$153,213	\$154,243	\$123,043	\$102,147	\$118,575
36	Foster Care Review Office	\$122,593	\$127,367	\$97,079	\$100,930	\$102,715
37	Investment Council	\$104,504	\$103,376	\$69,733	\$90,010	\$71,979
38	Brand Committee	\$100,907	\$83,158	\$113,248	\$129,844	\$123,083
39	Governor/Policy Research	\$91,898	\$116,032	\$69,468	\$63,006	\$58,667
40	Equal Opportunity Commission	\$79,225	\$93,078	\$74,133	\$87,196	\$88,707
41	Electrical Board	\$75,129	\$83,076	\$83,287	\$55,518	\$59,957
42	Postsecondary Education	\$65,170	\$112,259	\$51,042	\$60,378	\$59,092
43	Liquor Control Commission	\$54,388	\$61,809	\$55,699	\$36,652	\$44,795
44	Public Advocacy Commission	\$51,591	\$74,781	\$72,557	\$68,083	\$56,848
45	Arts Council	\$47,661	\$42,871	\$36,873	\$30,702	\$48,980
46	Tax Equalization & Review Commission	\$43,024	\$55,630	\$35,088	\$31,369	\$35,156
47	Racing & Gaming Commission	\$42,845	\$17,188	\$19,390	\$20,518	\$24,188
48	Deaf & Hard of Hearing Commission	\$42,068	\$33,222	\$31,065	\$28,728	\$38,598
49	Accountability & Disclosure	\$37,482	\$41,746	\$37,597	\$38,140	\$46,491
50	Real Estate Commission	\$37,348	\$55,301	\$44,951	\$30,867	\$43,018
51	MV Industry Licensing Board	\$37,164	\$49,540	\$38,807	\$30,310	\$32,905
52	Nebraska Tourism Commission	\$35,602	\$39,264	\$29,407	\$25,653	\$27,423
53	Oil and Gas Conservation Commission	\$35,486	\$46,363	\$33,833	\$43,703	\$31,063
54	Engineers and Architects Board	\$20,621	\$18,123	\$18,705	\$22,509	\$13,761
55	Corn Board	\$18,997	\$47,117	\$19,368	\$19,099	\$24,649
56	Public Accountancy Board	\$17,954	\$11,777	\$14,272	\$13,013	\$10,984
57	Power Review Board	\$16,077	\$11,515	\$15,584	\$14,330	\$19,156
58	Real Property Appraiser Board	\$13,083	\$11,970	\$11,417	\$8,776	\$7,569
59	Indian Affairs Commission	\$12,882	\$16,675	\$12,412	\$9,861	\$12,635
60	Wheat Board	\$9,131	\$11,031	\$16,941	\$12,259	\$16,846
61	Barber Examiners Board	\$8,976	\$6,490	\$5,717	\$4,305	\$5,820
62	Industrial Relations Commission	\$7,620	\$7,882	\$10,804	\$10,435	\$11,294
63	Grain Sorghum Board	\$7,612	\$991	\$1,558	\$0	\$601
64	Ethanol Board	\$6,328	\$17,960	\$10,564	\$6,515	\$33,027

Vacation Leave Expenditures by Agency

2023 Rank	Commission	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
65	Latino-American Commission	\$5,846	\$18,716	\$10,971	\$7,995	\$6,729
66	Dry Bean Commission	\$4,674	\$4,687	\$2,892	\$3,343	\$3,782
67	African American Affairs Commission	\$1,930	\$0	---	---	---
68	Lieutenant Governor	\$541	\$1,084	\$763	\$1,045	\$1,057
69	Abstractors Board of Examiners	\$121	\$0	\$302	\$0	\$0
---	Energy	---	---	---	---	\$76,256
Totals ¹		\$61,446,459	\$60,192,699	\$55,390,763	\$50,779,899	\$52,535,396
% Change from Previous Year		+2%	+9%	+9%	-3%	-3%
% of All State Personal Services ²		2.0%	2.1%	2.0%	1.9%	2.1%

¹Includes data from all state agencies except the University of Nebraska and the State Colleges.

²Percentage of all state agency salaries and benefits expenditures, including the University of Nebraska and the State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Code 512100).

Holiday Statutes

84-1001. Basic work week; state officers; departments; hours required; exceptions; holidays; payment; rules and regulations.

- (1) All state officers and heads of departments and their deputies, assistants, and employees, except permanent part-time employees, temporary employees, and the members of any board or commission not required to render full-time service, shall render not less than forty hours of labor each week except any week in which a paid holiday may occur.
- (2) Regular work by such employees shall not be performed on paid holidays, Saturdays, or Sundays except in case of an emergency or when otherwise ordered or deemed essential by the Governor.
- (3) For the purposes of this section, paid holidays shall include all of the days enumerated in section 25-2221 and all days declared by law or proclamation of the President or Governor to be holidays.
- (4) All such holidays shall be paid holidays except as provided in subsection of this section. For the purposes of this section, employees shall include permanent and temporary employees. A permanent employee shall mean an employee in a regular full-time or part-time position who works a full-time or part-time schedule on an on-going basis, and a temporary employee shall mean an employee appointed to a full-time or part-time position for a limited period of time to accomplish a specific task. If any such holiday falls on Sunday, the following Monday shall be a holiday. If any such holiday falls on Saturday, the preceding Friday shall be a holiday.
- (5) Employees who are required to work on any holiday shall be granted either a workday of compensatory time off or be paid for the time worked in accordance with existing state and federal statutes, except that temporary employees shall not be eligible for paid holidays and if required to work on a holiday shall be paid for the time worked at their normal rate of pay. Permanent part time employees shall be eligible for paid holidays on a pro rata basis. In order to receive pay for such holiday an employee, whether part time or full time, must not have been absent without pay on the workday immediately preceding or immediately following the holiday unless excused by his or her supervisor. The Director of State Personnel shall adopt and promulgate such rules and regulations as are necessary to administer this section.

Source: Laws 1957, c. 398, § 1, p. 1364; Laws 1969, c. 839, § 1, p. 3164; Laws 1974, LB 1001, § 1; Laws 1992, Third Spec. Session, LB 14, § 30.

25-2221. Time; how computed; offices may be closed, when; federal holiday schedule observed; exceptions.

Except as may be otherwise more specifically provided, the period of time within which an act is to be done in any action or proceeding shall be computed by excluding the day of the act, event, or default after which the designated period of time begins to run. The last day of the period so computed shall be included unless it is a Saturday, a Sunday, or a day during which the offices of courts of record may be legally closed as provided in this section, in which event the period shall run until the end of the next day on which the office will be open.

All courts and their offices may be closed on Saturdays, Sundays, days on which a specifically designated court is closed by order of the Chief Justice of the Supreme Court, and these holidays: New Year's Day, January 1; Birthday of Martin Luther King, Jr., the third Monday in January; Presidents' Day, the third Monday in February; Arbor Day, the last Friday in April; Memorial Day, the last Monday in May; Juneteenth National Independence Day, June 19; Independence Day, July 4; Labor Day, the first Monday in September; Indigenous Peoples' Day and Columbus Day, the second Monday in October; Veterans Day, November 11; Thanksgiving Day, the fourth Thursday in November; the day after Thanksgiving; Christmas Day, December 25; and all days declared by law or proclamation of the Governor to be holidays. Such days shall be designated as no judicial days. If any such holiday falls on Sunday, the following Monday shall be a holiday. If any such holiday falls on Saturday, the preceding Friday shall be a holiday. Court services shall be available on all other days. If the date designated by the state for observance of any legal holiday pursuant to this section, except Veterans Day, is different from the date of observance of such holiday pursuant to a federal holiday schedule, the federal holiday schedule shall be observed.

Source: R.S.1867, Code § 895, p. 549; R.S.1913, § 8570; C.S.1922, § 9521; C.S.1929, § 20 2222; R.S.1943, § 25-2221; Laws 1959, c. 108, § 1, p. 437; Laws 1967, c. 151, § 1, p. 448; Laws 1969, c. 844, § 1, p. 3179; Laws 1973, LB 34, § 1; Laws 1975, LB 218, § 1; Laws 1978, LB 855, § 1; Laws 1988, LB 821, § 1; Laws 1988, LB 909, § 1; Laws 2002, LB 876, § 55; Laws 2003, LB 760, § 6; Laws 2011, LB669, §17; Laws 2020, LB848, § 2; Laws 2022, LB29, § 1.

State Government Holiday List

1. New Year's Day	January 1
2. Martin Luther King Jr. Day	Third Monday in January
3. Presidents Day	Third Monday in February
4. Arbor Day	Last Friday in April
5. Memorial Day	Last Monday in May
6. Juneteenth	June 19
7. Independence Day	July 4
8. Labor Day	First Monday in September
9. Indigenous Peoples' Day and Columbus Day ¹	Second Monday in October
10. Veterans Day	November 11
11. Thanksgiving Day	Fourth Thursday in November
12. Day After Thanksgiving	Friday after Thanksgiving
13. Christmas Day	December 25

¹Columbus Day is not counted as Holiday leave for the SLEBC Bargaining Unit. It is counted as a holiday for the NAPE/AFSCME "E" Bargaining Unit, effective 7/1/2021.

Note: The State Employees Collective Bargaining Act (81-1369 to 81-1388) allows labor contract provisions to differ from state statutes.

Holiday Leave Expenditures by Agency¹

2023						
Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Health & Human Services	\$11,522,683	\$9,809,520	\$10,616,273	\$9,523,287	\$10,065,751
2	Corrections	\$6,728,145	\$5,197,057	\$4,147,467	\$4,651,002	\$4,722,809
3	Transportation	\$5,011,128	\$4,630,069	\$5,350,612	\$4,858,701	\$5,051,776
4	Supreme Court	\$4,906,020	\$3,527,526	\$3,466,353	\$3,383,763	\$3,282,069
5	State Patrol	\$2,178,751	\$2,183,962	\$1,708,133	\$1,978,335	\$2,061,857
6	Administrative Services	\$1,932,060	\$1,786,403	\$2,123,275	\$1,995,711	\$1,604,146
7	Veterans Affairs	\$1,540,272	\$1,285,717	\$1,149,493	\$1,302,087	\$1,288,956
8	Education	\$1,513,226	\$1,338,010	\$1,535,463	\$1,350,348	\$1,439,979
9	Game and Parks	\$1,210,856	\$1,140,020	\$1,230,736	\$1,109,213	\$1,130,057
10	Revenue	\$1,034,717	\$946,571	\$1,064,380	\$947,942	\$990,220
11	Environment and Energy	\$706,397	\$641,892	\$606,417	\$561,127	\$564,774
12	Labor	\$675,286	\$693,577	\$845,911	\$747,853	\$844,480
13	Legislature	\$653,370	\$604,404	\$681,191	\$642,450	\$659,960
14	Motor Vehicles	\$442,662	\$405,551	\$464,289	\$417,870	\$461,657
15	Attorney General	\$414,803	\$394,337	\$397,453	\$290,093	\$332,841
16	Military	\$413,346	\$368,268	\$1,986,301	\$379,300	\$372,273
17	Agriculture	\$377,254	\$341,431	\$402,380	\$379,045	\$389,900
18	Natural Resources	\$330,646	\$292,947	\$326,547	\$297,721	\$328,103
19	Economic Development	\$300,379	\$224,083	\$217,330	\$184,845	\$180,698
20	Insurance	\$298,833	\$257,826	\$316,490	\$295,168	\$314,277
21	Banking & Finance	\$218,614	\$203,606	\$233,875	\$214,216	\$233,335
22	Parole Board	\$184,384	\$156,814	\$171,006	\$147,750	\$156,021
23	Fire Marshal	\$184,323	\$166,393	\$192,168	\$180,786	\$161,061
24	State Auditor	\$162,922	\$159,725	\$150,772	\$136,418	\$147,466
25	Public Service Commission	\$161,895	\$146,297	\$146,592	\$136,734	\$134,524
26	History Nebraska	\$153,000	\$161,032	\$177,850	\$161,214	\$160,680
27	Brand Commission	\$137,660	\$134,632	\$127,117	\$134,148	\$120,544
28	Crime Commission	\$130,220	\$120,403	\$143,638	\$132,567	\$134,713
29	Educational Telecommunications	\$129,387	\$120,652	\$136,985	\$126,774	\$129,965
30	Retirement Systems	\$120,274	\$102,375	\$117,852	\$111,685	\$115,918
31	Secretary of State	\$116,525	\$109,776	\$101,934	\$91,010	\$93,538

Holiday Leave Expenditures by Agency¹

2023						
Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
32	Workers Compensation Court	\$115,404	\$101,807	\$105,185	\$106,923	\$99,891
33	Library Commissionission	\$103,547	\$81,749	\$99,899	\$97,240	\$102,036
34	Educational Lands and Funds	\$91,717	\$87,506	\$86,538	\$85,240	\$86,876
35	Foster Care Review Office	\$89,017	\$79,015	\$87,132	\$73,791	\$75,358
36	State Treasurer	\$87,185	\$110,315	\$115,263	\$112,898	\$128,677
37	Blind & Visually Impaired Commission.	\$87,004	\$80,558	\$101,136	\$87,292	\$113,007
38	Investment Council	\$65,690	\$58,418	\$65,714	\$55,820	\$57,884
39	Equal Opportunity Commissionission	\$60,107	\$53,452	\$65,502	\$59,559	\$61,455
40	Governor/Policy Research	\$54,983	\$59,462	\$62,145	\$46,681	\$55,620
41	Electrical Board	\$52,445	\$48,920	\$59,699	\$44,665	\$46,791
42	Postsecondary Education	\$40,357	\$40,567	\$39,829	\$39,538	\$41,423
43	Racing & Gaming Commissionission	\$38,123	\$10,748	\$10,048	\$8,638	\$8,305
44	Liquor Control Commissionission	\$36,827	\$34,598	\$39,617	\$34,232	\$36,072
45	Public Advocacy Commissionission	\$35,988	\$39,687	\$36,341	\$38,360	\$40,359
46	Oil and Gas Conservation Commission.	\$33,396	\$27,121	\$26,414	\$24,394	\$30,518
47	Nebraska Tourism Commissionission	\$31,290	\$27,985	\$32,353	\$28,317	\$25,013
48	Deaf & Hard of Hearing Commission.	\$29,012	\$30,104	\$33,494	\$31,108	\$30,782
49	Tax Equal and Review Commission.	\$27,879	\$26,040	\$28,035	\$27,541	\$28,408
50	Real Estate Commissionission	\$27,560	\$25,644	\$30,238	\$22,580	\$24,009
51	Arts Council	\$25,055	\$24,485	\$28,576	\$26,207	\$25,295
52	MV Industry Licensing Board	\$22,806	\$21,906	\$22,968	\$20,657	\$21,363
53	Accountability & Disclosure	\$20,870	\$20,434	\$23,959	\$21,762	\$21,610
54	Corn Board	\$19,335	\$17,309	\$21,281	\$19,317	\$18,729
55	Engineers and Architects Board	\$17,627	\$14,163	\$16,618	\$15,502	\$16,870
56	Ethanol Board	\$13,548	\$9,301	\$11,269	\$10,251	\$11,009
57	Power Review Board	\$10,430	\$9,368	\$10,711	\$9,389	\$10,137
58	Public Accountancy Board	\$10,009	\$8,716	\$9,909	\$9,152	\$10,512
59	Wheat Board	\$8,784	\$7,703	\$8,856	\$8,974	\$9,811
60	Indian Affairs Commissionission	\$8,782	\$7,832	\$8,214	\$6,914	\$6,827
61	Real Property Appraiser Board	\$8,552	\$7,636	\$8,593	\$7,780	\$8,030
62	Industrial Relations Commissionission	\$6,648	\$5,971	\$6,830	\$6,199	\$6,277

Holiday Leave Expenditures by Agency¹

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
63	Latino-American Commission	\$5,904	\$4,159	\$7,615	\$6,294	\$6,150
64	Barber Examiners Board	\$4,856	\$4,056	\$4,706	\$4,317	\$4,591
65	Grain Sorghum	\$2,926	\$2,401	\$2,727	\$2,302	\$1,321
66	Dry Bean Commission	\$2,599	\$2,313	\$2,570	\$2,295	\$2,400
67	African American Affairs Commission.	\$808	\$538	---	---	---
68	Abstractors Board of Examiners	\$726	\$726	\$726	\$121	\$0
69	Lieutenant Governor	\$312	\$457	\$522	\$593	\$618
---	Energy	---	---	---	---	\$40,652
Totals ¹		\$45,188,139	\$38,844,044	\$41,657,518	\$38,072,003	\$38,989,035
% Change from Previous Year		+16%	-7%	+9%	-2%	+17%
% of Personal Services expenditures ²		1.5%	1.4%	1.5%	1.4%	1.5%

¹Includes data from all state agencies except the University of Nebraska and the State Colleges.

²Percentage of all state agency salaries and benefits expenditures, including the University of Nebraska and the State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Code 512300).

Military Leave Statutes

55-160. Military leave of absence without loss of pay; limitations.

- (1) All employees, including elected officials of the State of Nebraska, or any political subdivision thereof, who are members of the National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air Force Reserve, and Coast Guard Reserve, shall be entitled to a military leave of absence from their respective duties, without loss of pay, when employed with or without pay under the orders or authorization of competent authority in the active service of the state or of the United States. Members who normally work or are normally scheduled to work one hundred fifty-nine hours or more in three consecutive weeks and scheduled to work twenty-four-hour shifts shall receive a military leave of absence of one hundred sixty-eight hours each calendar year. Members who normally work or are normally scheduled to work one hundred twenty hours or more but less than one hundred fifty-nine hours in three consecutive weeks shall receive a military leave of absence of one hundred twenty hours each calendar year. Members who normally work or are normally scheduled to work less than one hundred twenty hours in three consecutive weeks shall receive a military leave of absence each calendar year equal to the number of hours they normally work or would normally be scheduled to work, whichever is greater, in three consecutive weeks. Such military leave of absence may be taken in hourly increments and shall be in addition to the regular annual leave of the persons named in this section.
- (2) When the Governor of this state declares that a state of emergency exists and any of the persons named in this section are ordered to active service of the state, a state of emergency leave of absence will be granted until such member is released from active service of the state by competent authority. A military leave of absence shall not be used during a state of emergency declared by the Governor. Other forms of leave may be granted. During a state of emergency leave of absence because of the call of the Governor, any official or employee subject to this section shall receive his or her normal salary or compensation minus the state active duty base pay he or she receives in active service of the state. Governmental officers serving a term of office shall receive their compensation as provided by law.

Source: Laws 1974, c. 198, § 1, p. 642; Laws 1953, c. 188, § 26, p. 602; R.R.S. 1943, § 55-156.01; Laws 1969, c. 459, § 58, p. 1600, Laws 2002, LB 722, § 3, Laws 2018, LB 1003, §1.

55-161. Military leave of absence; rights of officer or employee.

- (1) The parts of the federal Uniformed Services Employment and Reemployment Rights Act of 1994, 38 U.S.C. Chapter 43, listed in subdivisions (a) through (j) of this subsection or any other parts referred to by such parts, in existence and effective as of January 1, 2001, are adopted as Nebraska law. This section shall be applicable to all persons employed in the State of Nebraska and shall include all officers and permanent employees, including teachers employed on a one-year contract basis and elected officials, of the state or of any of its agencies or political subdivisions. The Legislature hereby adopts: (a) Section 4301(a) — Purposes ; (b) Section 4302 -- Relation to other law and plans or agreements; (c) Section 4303(2),(4),(7) through (13),(15), and (16) and those portions of subparagraph (3) not relating to employment in a foreign country — Definitions; (d) Section 4304 -- Character of service; (e) Section 4311 -- Discrimination against persons who serve in the uniformed services and acts of reprisal prohibited; (f) Section 4312 -- Reemployment rights of persons who serve in the uniformed services; (g) Section 4313 with the exception of that portion of subparagraph (a) dealing with reemployment of federal employees -- Reemployment positions; (h) Section 4316 -- Rights, benefits, and obligations of persons absent from employment for service in a uniformed service; (i) Section 4317 -- Health plans; and (j) Section 4318 -- Employee pension benefit plans.

- (2) This section applies to all members performing duty in active service of the state and to any person employed in Nebraska who is a member of the National Guard of another state and who is called into active service by the Governor of that state.
- (3) The proper appointing authority or employer may make a temporary appointment to fill any vacancy created by the absence of an officer or employee pursuant to this section. Such officer or employee shall not be discharged from his or her former or new position without justifiable cause within one year after reinstatement.
- (4) The Commissioner of Labor shall enforce this section.
- (5) The Adjutant General shall perform duties assigned to the Secretary of Defense, Secretary of Veterans Affairs, or Secretary of Labor in the portions of 38 U.S.C. Chapter 43 adopted under this section.

Source: Laws 1951, c.183, § 1, p. 686; Laws 1953, c.189, § 1, p. 609; R.R.S. 1943, § 55-156.02.; Laws 1969, c. 459, § 59, p. 1600; Laws 1969, c. 751, section 8, p. 2828; Laws 1972, LB 1510, § 1; Laws 2002, LB 722, § 4, Laws 2016, LB753, § 1.

Military Leave Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Corrections	\$553,192	\$333,428	\$153,318	\$118,240	\$112,068
2	Military	\$170,618	\$112,839	\$50,714	\$46,548	\$88,012
3	Health & Human Services	\$133,416	\$111,756	\$32,082	\$45,610	\$53,151
4	State Patrol	\$78,243	\$86,309	\$99,052	\$66,583	\$46,935
5	Transportation	\$64,040	\$44,323	\$29,154	\$15,883	\$27,600
6	Administrative Services	\$46,410	\$19,143	\$17,939	\$9,127	\$13,780
7	Veterans Affairs	\$33,208	\$14,145	\$2,601	\$4,579	\$6,539
8	Supreme Court	\$19,940	\$15,609	\$14,875	\$11,826	\$13,797
9	Attorney General	\$19,593	\$21,426	\$11,755	\$8,321	\$12,989
10	Natural Resources	\$15,679	\$2,805	\$5,846	\$8,060	\$5,762
11	Game and Parks	\$10,535	\$17,110	\$5,230	\$2,046	\$5,665
12	Governor/Policy Research	\$10,312	\$273			
13	Labor	\$8,655	\$14,205	\$5,558	\$2,717	\$6,764
14	Economic Development	\$5,615	\$2,016	\$0	\$0	\$3,450
15	Legislature	\$4,973	\$26,563	\$4,969	\$5,265	\$4,411
16	Banking and Finance	\$4,126	\$1,876	\$4,126	\$1,060	\$10,425
17	Postsecondary Education	\$3,419	\$1,835			
18	Secretary of State	\$3,140	\$3,150	\$3,860	\$2,059	\$2,450
---	Education	\$0	\$434	\$5,419	\$13,753	\$2,544
---	Motor Vehicles	\$0	\$0	\$688	\$0	\$362
	All Other Agencies	\$0	\$0	\$2,561	\$4,459	\$513
Totals ¹		\$1,185,115	\$829,245	\$449,744	\$366,969	\$423,993
% Change from Previous Year		+43%	+84%	+23%	-13%	+6%
% of All State Personal Services ²		0.04%	0.03%	0.02%	0.01%	0.02%

¹Includes data from all state agencies except the University of Nebraska and the State Colleges.

²Percentage of all state agency salaries and benefits expenditures, including the University of Nebraska and the State Colleges.

Source: Budget Status report 6-30-2023 (E1 Account Code 512400).

Bereavement Leave Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Health & Human Services	\$490,443	\$508,849	\$474,149	\$394,695	\$420,095
2	Corrections	\$217,254	\$197,255	\$182,428	\$145,335	\$125,718
3	Transportation	\$213,890	\$240,837	\$206,434	\$206,858	\$185,552
4	Supreme Court	\$175,966	\$218,661	\$170,991	\$164,930	\$148,280
5	Education	\$93,755	\$115,303	\$78,571	\$95,443	\$117,139
6	State Patrol	\$78,144	\$76,585	\$68,806	\$46,563	\$60,901
7	Administrative Services	\$77,441	\$82,316	\$104,930	\$70,182	\$56,792
8	Veterans Affairs	\$74,331	\$60,122	\$61,205	\$59,862	\$37,982
9	Revenue	\$55,774	\$41,981	\$47,256	\$42,625	\$51,966
10	Environment and Energy	\$34,660	\$21,177	\$22,209	\$19,210	\$21,226
11	Game and Parks	\$32,783	\$34,810	\$39,069	\$26,807	\$28,088
12	Legislature	\$20,747	\$19,390	\$22,622	\$24,066	\$28,328
13	Agriculture	\$19,247	\$13,132	\$14,622	\$11,775	\$11,434
14	Labor	\$19,152	\$33,870	\$46,814	\$22,664	\$32,889
15	Military	\$17,518	\$13,159	\$26,659	\$13,241	\$14,988
16	Economic Development	\$13,284	\$9,420	\$5,397	\$3,972	\$3,435
17	Attorney General	\$12,570	\$14,344	\$23,096	\$6,306	\$20,882
18	Motor Vehicles	\$11,462	\$15,645	\$13,049	\$11,233	\$16,078
19	Educational Lands and Funds	\$9,487	\$9,682	\$3,816	\$2,766	\$8,694
20	Insurance	\$7,292	\$12,996	\$11,490	\$13,994	\$15,510
21	Workers Compensation Court	\$7,236	\$3,187	\$6,093	\$3,704	\$3,407
22	Natural Resources	\$7,183	\$15,198	\$8,832	\$10,361	\$5,147
23	Public Service Commission	\$6,191	\$2,442	\$5,376	\$4,890	\$6,668
24	Library Commission	\$6,130	\$2,804	\$1,508	\$1,666	\$6,952
25	Retirement Systems	\$4,994	\$4,189	\$4,853	\$2,611	\$3,872
26	Fire Marshal	\$4,986	\$8,878	\$2,994	\$6,850	\$3,381
27	Equal Opportunity Commission	\$4,951	\$325	\$800	\$3,783	\$453
28	History Nebraska	\$4,410	\$7,447	\$3,877	\$6,079	\$1,576
29	Banking & Finance	\$3,923	\$9,193	\$9,658	\$4,376	\$8,918
30	State Treasurer	\$3,864	\$5,645	\$10,248	\$7,723	\$5,786
31	Educational Telecommunications	\$3,858	\$5,156	\$4,784	\$5,741	\$4,203
32	Parole Board	\$3,314	\$5,922	\$4,699	\$3,202	\$2,442

Bereavement Leave Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
33	Racing & Gaming Commission	\$2,792	\$0	\$0	\$0	\$1,905
34	Liquor Control Commission	\$2,331	\$2,042	\$2,793	\$2,346	\$2,731
35	Crime Commission	\$2,305	\$5,308	\$3,328	\$4,246	\$3,091
36	Blind & Visually Impaired Commission	\$2,289	\$3,213	\$3,064	\$2,122	\$4,296
37	Foster Care Review Office	\$2,224	\$2,642	\$5,265	\$1,939	\$2,687
38	State Auditor	\$1,814	\$2,039	\$1,104	\$4,754	\$3,286
39	Brand Committee	\$1,488	\$3,462	\$3,090	\$5,447	\$2,948
40	MV Industry Licensing Board	\$1,320	\$0	\$0	\$0	\$341
41	Postsecondary Education	\$1,130	\$888	\$657	\$2,389	\$3,357
42	Engineers and Architects Board	\$1,014	\$1,453	\$921	\$0	\$0
43	Real Property Appraiser Board	\$852	\$0	\$0	\$0	\$0
44	Deaf & Hard of Hearing Commission	\$802	\$780	\$307	\$1,143	\$1,398
45	Latino-American Commission	\$557	\$0	\$1,275	\$0	\$0
46	Electrical Board	\$470	\$2,350	\$2,717	\$2,508	\$1,208
47	Ethanol Board	\$468	\$1,212	\$0	\$678	\$363
48	Secretary of State	\$429	\$4,051	\$1,312	\$844	\$3,308
49	Wheat Board	\$314	\$0	\$0	\$0	\$0
50	Nebraska Tourism Commission	\$247	\$3,790	\$854	\$835	\$634
51	Oil and Gas Conservation Commission	\$230	\$2,550	\$760	\$387	\$1,036
52	Governor/Policy Research	\$212	\$817	\$1,338	\$893	\$2,172
53	Grain Sorghum Board	\$128	\$0	\$0	\$0	\$0
54	Public Accountancy Board	\$88	\$0	\$0	\$1,626	\$946
---	Abstractor's Board of Examiners	\$0	\$0	\$0	\$0	\$0
---	Accountability & Disclosure	\$0	\$395	\$1,686	\$0	\$123
---	Arts Council	\$0	\$722	\$1,017	\$461	\$143
---	Barber Examiners Board	\$0	\$453	\$0	\$0	\$0
---	Corn Board	\$0	\$0	\$599	\$0	\$0
---	Dry Bean Commission	\$0	\$0	\$0	\$0	\$0
---	Indian Affairs Commission	\$0	\$0	\$0	\$0	\$0
---	Industrial Relations Commission	\$0	\$0	\$981	\$0	\$0
---	Investment Council	\$0	\$1,435	\$528	\$377	\$0
---	Lieutenant Governor	\$0	\$0	\$149	\$0	\$0

Bereavement Leave Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
---	Power Review Board	\$0	\$676	\$498	\$0	\$873
---	Public Advocacy Commission	\$0	\$0	\$1,004	\$0	\$0
---	Real Estate Commission	\$0	\$3,016	\$3,690	\$909	\$0
---	Tax Equalization & Review Commission	\$0	\$0	\$0	\$865	\$311
---	Energy	---	---	---	---	\$843
Totals ¹		\$1,759,743	\$1,853,215	\$1,726,272	\$1,478,285	\$1,496,781
% Change from Previous Year		-5%	+7%	+17%	-1%	-4%
% of All State Personal Services ²		0.06%	0.07%	0.06%	0.06%	0.06%

¹Includes data from all state agencies except the University of Nebraska and the State Colleges.

²Percentage of all state agency salaries and benefits expenditures, including the University of Nebraska and the State Colleges.

Source: Budget Status report 6-30-2023 (E1 Account Code 512500).

Civil Leave Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Health & Human Services	\$38,394	\$22,751	\$33,521	\$17,190	\$36,325
2	Transportation	\$17,942	\$12,944	\$21,308	\$5,159	\$16,264
3	Administrative Services	\$9,816	\$7,963	\$8,659	\$9,867	\$5,430
4	Corrections	\$9,147	\$6,126	\$6,626	\$2,866	\$7,933
5	Revenue	\$8,255	\$2,381	\$7,737	\$4,378	\$11,519
6	Supreme Court	\$5,790	\$5,228	\$5,713	\$2,122	\$6,112
7	Legislature	\$5,227	\$2,434	\$3,328	\$2,550	\$759
8	State Patrol	\$4,864	\$1,820	\$2,548	\$1,654	\$3,077
9	Game and Parks	\$3,321	\$3,182	\$3,118	\$1,578	\$3,732
10	Retirement Systems	\$2,957	\$809	\$1,761	\$513	\$2,883
11	Labor	\$2,802	\$5,659	\$5,112	\$1,551	\$2,745
12	Education	\$2,771	\$2,835	\$3,631	\$1,686	\$6,006
13	Natural Resources	\$2,151	\$1,329	\$2,463	\$238	\$1,785
14	Motor Vehicles	\$1,971	\$494	\$1,267	\$1,987	\$2,971
15	Military	\$1,796	\$1,228	\$1,573	\$1,407	\$0
16	Environment and Energy	\$1,444	\$646	\$1,571	\$632	\$1,804
17	Workers Compensation Court	\$1,177	\$602	\$975	\$497	\$439
18	Educational Lands and Funds	\$893	\$213	\$585	\$186	\$538
19	Veterans Affairs	\$780	\$2,137	\$1,722	\$642	\$1,737
20	History Nebraska	\$730	\$450	\$992	\$0	\$900
21	Crime Commission	\$668	\$553	\$790	\$179	\$347
22	Agriculture	\$643	\$1,429	\$1,162	\$344	\$239
23	Deaf & Hard of Hearing Commission	\$527	\$213	\$186	\$0	\$0
24	Secretary of State	\$523	\$166	\$400	\$0	\$0
25	Banking & Finance	\$306	\$0	\$475	\$0	\$0
26	State Auditor	\$256	\$0	\$1,832	\$0	\$0
27	Insurance	\$176	\$513	\$1,642	\$330	\$456
28	Foster Care Review Office	\$161	\$371	\$41	\$0	\$0
29	Brand Committee	\$141	\$1,766	\$800	\$0	\$0
30	Attorney General	\$14	\$284	\$1,499	\$349	\$77
---	Fire Marshal	\$0	\$3,351	\$0	\$0	\$0
---	Investment Council	\$0	\$608	\$546	\$0	\$0

Civil Leave Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
---	Library Commission	\$0	\$74	\$871	\$147	\$112
---	Parole Board	\$0	\$93	\$702	\$0	\$0
---	State Treasurer	\$0	\$1,111	\$0	\$0	\$0
	All Other Agencies	\$3,112	\$1,792	\$0	\$1,941	\$4,500
Totals ¹		\$128,754	\$93,554	\$125,154	\$59,992	\$118,688
% Change from Previous Year		+38%	-25%	+109%	-49%	+38%
% of All State Personal Services		0.004%	0.003%	0.005%	0.002%	0.005%

¹Includes data from all state agencies except the University of Nebraska and the State Colleges.

²Percentage of all state agency salaries and benefits expenditures, including the University of Nebraska and the State Colleges.

Source: Budget Status report 6-30-2022 (E1 Account Code 512600).

Injury Leave¹ Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Health & Human Services	\$44,116	\$58,662	\$56,819	\$47,114	\$77,873
2	Corrections	\$43,691	\$44,916	\$44,888	\$52,034	\$54,274
3	Transporation	\$40,089	\$21,658	\$43,636	\$32,661	\$43,768
4	State Patrol	\$29,042	\$33,831	\$34,189	\$27,500	\$73,071
5	Supreme Court	\$11,048	\$2,421	\$1,223	\$4,402	\$4,073
6	Veterans Affairs	\$9,996	\$7,576	\$9,227	\$8,928	\$8,075
7	Game and Parks	\$8,021	\$6,202	\$9,458	\$6,555	\$9,201
8	Administrative Services	\$1,790	\$4,175	\$4,349	\$5,189	\$2,176
9	History Nebraska	\$1,529	\$575	\$876	\$0	\$0
10	Military	\$1,474	\$1,590	\$6,184	\$893	\$2,799
11	Legislature	\$1,446	612.12	\$0	\$0	\$0
12	Parole Board	\$1,404	\$1,397	\$86	\$0	\$1,224
13	Motor Vehicles	\$1,262	\$1,345	\$173	\$2,451	\$1,398
14	Public Service Commission	\$1,178	\$0	\$163	\$501	\$0
15	Labor	\$236	\$106	\$1,367	\$1,969	\$98
16	Revenue	\$161	\$130	\$343	\$1,089	\$760
17	Insurance	\$36	\$0	\$0	\$0	\$0
---	Agriculture	\$0	\$318	\$1,722	-\$185	\$940
---	Blind & Visually Impaired Commission	\$0	-\$961	\$1,212	\$635	\$1,222
---	Brand Committee	\$0	\$0	\$214	\$123	\$0
---	Education	\$0	\$5	\$201	\$0	\$1,178
---	Educational Telecommunications	\$0	\$0	\$231	\$716	\$0
---	Retirement Systems	\$0	\$180	\$0	\$0	\$0
---	Workers Compensation Court	\$0	\$21	\$207	\$0	\$0

Injury Leave¹ Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
	All Other Agencies	\$0	-\$1,095	\$0	\$68	\$2,214
	Totals ²	\$196,520	\$183,664	\$216,766	\$192,643	\$284,344
	% Change from Previous Year	+7%	-15%	+13%	-32%	+44%
	% of All State Personal Services ³	0.007%	0.007%	0.008%	0.007%	0.011%

¹Injury Leave is paid to employees who are disabled as a result of a job-related injury or disease, which is deemed compensable by Worker's Compensation not to exceed five of the employee's working shifts.

²Includes data from all state agencies except the University of Nebraska and the State Colleges.

³Percentage of all state agency salaries and benefits expenditures, including the University of Nebraska and the State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Code 512700).

Section E: Insurance Data

Health Insurance Projected Costs - FY 2024

Employee Enrollment	STATE SPONSORED PLANS ¹								SLEBC Plan ²
	Wellness Plan w/Incentive		Wellness Plan w/o Incentive		Regular Plan		Consumer Focused Plan		
	Full-Time	Part-Time	Full Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	
Single Coverage	4,020	27	280	0	1,012	7	843	9	96
	45%	61%	46%	0%	54%	70%	60%	75%	25%
2 Party Coverage	1,339	6	75	0	370	0	174	0	25
	15%	14%	12%	0%	20%	0%	12%	0%	6%
4 Party Coverage	1,377	4	109	1	199	3	150	1	44
	16%	9%	18%	100%	11%	30%	11%	8%	11%
Family Coverage	2,103	7	151	0	310	0	234	2	224
	24%	16%	25%	0%	16%	0%	17%	17%	58%
TOTALS	8,839	44	615	1	1,891	10	1,401	12	389
	100%	100%	100%	100%	100%	100%	100%	100%	100%
Overall Percentage	65.4%	0.3%	4.6%	0.0%	14.0%	0.1%	10.4%	0.1%	2.9%

Employer Annual Costs

Single Coverage	\$26,286,941	\$146,604	\$2,211,485	\$0	\$7,992,938	\$45,909	\$3,765,378	\$33,381	\$1,062,605
2 Party Coverage (EE + SP)	\$23,202,835	\$86,335	\$1,569,726	\$0	\$7,743,982	\$0	\$2,059,561	\$0	\$550,020
4 Party Coverage (EE + CH)	\$18,458,960	\$44,526	\$1,764,832	\$13,445	\$3,222,033	\$40,334	\$1,373,544	\$7,604	\$823,733
Family Coverage	\$48,817,528	\$134,931	\$4,233,738	\$0	\$8,691,780	\$0	\$3,710,491	\$26,334	\$6,154,767
TOTALS	\$116,766,264	\$412,395	\$9,779,781	\$13,445	\$27,650,732	\$86,244	\$10,908,974	\$67,319	\$8,591,125

Employee Annual Costs

Single Coverage	\$6,987,082	\$76,879	\$587,866	\$0	\$2,124,714	\$24,074	\$1,000,877	\$17,505	\$217,636
2 Party Coverage (EE + SP)	\$6,167,862	\$45,274	\$417,258	\$0	\$2,058,473	\$0	\$547,474	\$0	\$112,656
4 Party Coverage (EE + CH)	\$4,906,637	\$23,348	\$469,127	\$7,050	\$856,480	\$21,151	\$365,112	\$3,987	\$168,717
Family Coverage	\$12,976,856	\$70,757	\$1,125,397	\$0	\$2,310,418	\$0	\$986,282	\$13,809	\$1,260,618
TOTALS	\$31,038,437	\$216,257	\$2,599,648	\$7,050	\$7,350,085	\$45,225	\$2,899,745	\$35,301	\$1,759,627

Total Annual Costs

Single Coverage	\$33,274,022	\$223,482	\$2,799,350	\$0	\$10,117,652	\$69,984	\$4,766,255	\$50,885	\$1,280,241
2 Party Coverage (EE + SP)	\$29,370,697	\$131,609	\$1,986,984	\$0	\$9,802,454	\$0	\$2,607,035	\$0	\$662,676
4 Party Coverage (EE + CH)	\$23,365,597	\$67,874	\$2,233,959	\$20,495	\$4,078,513	\$61,485	\$1,738,656	\$11,591	\$992,450
Family Coverage	\$61,794,384	\$205,687	\$5,359,135	\$0	\$11,002,198	\$0	\$4,696,773	\$40,143	\$7,415,386
TOTALS	\$147,804,700	\$628,652	\$12,379,429	\$20,495	\$35,000,817	\$131,469	\$13,808,719	\$102,620	\$10,350,752

Sources: State of Nebraska *Options Guide 2023-2024*¹ and State Law Enforcement Bargaining Council (SLEBC) *2024 Benefits Guide*².

Health Insurance Projected Costs - FY 2024

Employee Enrollment	STATE SPONSORED PLANS ¹								Total
	Select DPC w/ Membership		Select DPC w/o Membership		Standard DPC w/ Membership		Standard DPC w/o Membership		
	Full-Time	Part-Time	Full Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	
Single Coverage	92	3	1	0	132	2	1	0	6,525
	75%	100%	0%	0%	74%	0%	0%	0%	48%
2 Party Coverage	13	0	0	0	12	1	0	0	2,015
	11%	0%	0%	0%	7%	0%	0%	0%	15%
4 Party Coverage	10	0	0	0	25	0	0	0	1,923
	8%	0%	0%	0%	14%	0%	0%	0%	14%
Family Coverage	8	0	0	0	9	0	0	0	3,048
	7%	0%	0%	0%	5%	0%	0%	0%	23%
TOTALS	123	3	1	0	178	3	1	0	13,511
	100%	100%	0%	0%	100%	0%	0%	0%	100%
Overall Percentage	0.9%	0.0%	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	100.0%

Employer Annual Costs

Single Coverage	\$293,267	\$7,942	\$2,344	\$0	\$363,591	\$4,574	\$1,911	\$0	\$42,218,868
2 Party Coverage	\$117,530	\$0	\$0	\$0	\$94,706	\$6,554	\$0	\$0	\$35,431,249
4 Party Coverage	\$68,678	\$0	\$0	\$0	\$149,478	\$0	\$0	\$0	\$25,967,167
Family Coverage	\$91,922	\$0	\$0	\$0	\$89,564	\$0	\$0	\$0	\$71,951,056
TOTALS	\$571,397	\$7,942	\$2,344	\$0	\$697,340	\$11,128	\$1,911	\$0	\$175,568,340

Employee Annual Costs

Single Coverage	\$77,964	\$4,164	\$623	\$0	\$96,624	\$2,399	\$508	\$0	\$11,218,914
2 Party Coverage	\$31,241	\$0	\$0	\$0	\$25,174	\$3,436	\$0	\$0	\$9,408,847
4 Party Coverage	\$18,254	\$0	\$0	\$0	\$39,732	\$0	\$0	\$0	\$6,879,596
Family Coverage	\$24,434	\$0	\$0	\$0	\$23,805	\$0	\$0	\$0	\$18,792,376
TOTALS	\$151,893	\$4,164	\$623	\$0	\$185,335	\$5,835	\$508	\$0	\$46,299,733

Total Annual Costs

Single Coverage	\$371,231	\$12,105	\$2,967	\$0	\$460,215	\$6,973	\$2,418	\$0	\$53,437,782
2 Party Coverage	\$148,771	\$0	\$0	\$0	\$119,880	\$9,990	\$0	\$0	\$44,840,096
4 Party Coverage	\$86,933	\$0	\$0	\$0	\$189,210	\$0	\$0	\$0	\$32,846,763
Family Coverage	\$116,356	\$0	\$0	\$0	\$113,370	\$0	\$0	\$0	\$90,743,431
TOTALS	\$723,291	\$12,105	\$2,967	\$0	\$882,675	\$16,963	\$2,418	\$0	\$221,868,073

Sources: State of Nebraska *Options Guide 2023-2024*¹ and State Law Enforcement Bargaining Council (SLEBC) *2024 Benefits Guide*².

Annual Health Insurance Costs

Total Costs: Employer + Teammate Costs (per teammate/per year)

	FY 2025	FY 2024	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019	FY 2018	FY 2017	FY 2016
Single Coverage	\$8,608	\$8,277	\$7,959	\$7,959	\$7,653	\$7,466	\$7,249	\$7,016	\$6,147	\$5,538
2 Party Coverage	\$22,812	\$21,935	\$21,091	\$21,091	\$20,280	\$19,785	\$19,209	\$18,593	\$16,289	\$14,674
4 Party Coverage	\$17,647	\$16,968	\$16,316	\$16,316	\$15,688	\$15,306	\$14,860	\$14,383	\$12,600	\$11,352
Family Coverage	\$30,559	\$29,384	\$28,254	\$28,254	\$27,167	\$26,505	\$25,733	\$24,907	\$21,821	\$19,658

Employer Costs (per teammate /per year)

	FY 2025	FY 2024	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019	FY 2018	FY 2017	FY 2016
Single Coverage	\$6,801	\$6,539	\$6,288	\$6,288	\$6,046	\$5,898	\$5,727	\$5,543	\$4,856	\$4,375
2 Party Coverage	\$18,022	\$17,328	\$16,662	\$16,662	\$16,021	\$15,630	\$15,175	\$14,688	\$12,868	\$11,593
4 Party Coverage	\$13,941	\$13,405	\$12,889	\$12,889	\$12,394	\$12,091	\$11,739	\$11,363	\$9,954	\$8,968
Family Coverage	\$24,142	\$23,213	\$22,320	\$22,320	\$21,462	\$20,939	\$20,329	\$19,677	\$17,238	\$15,530

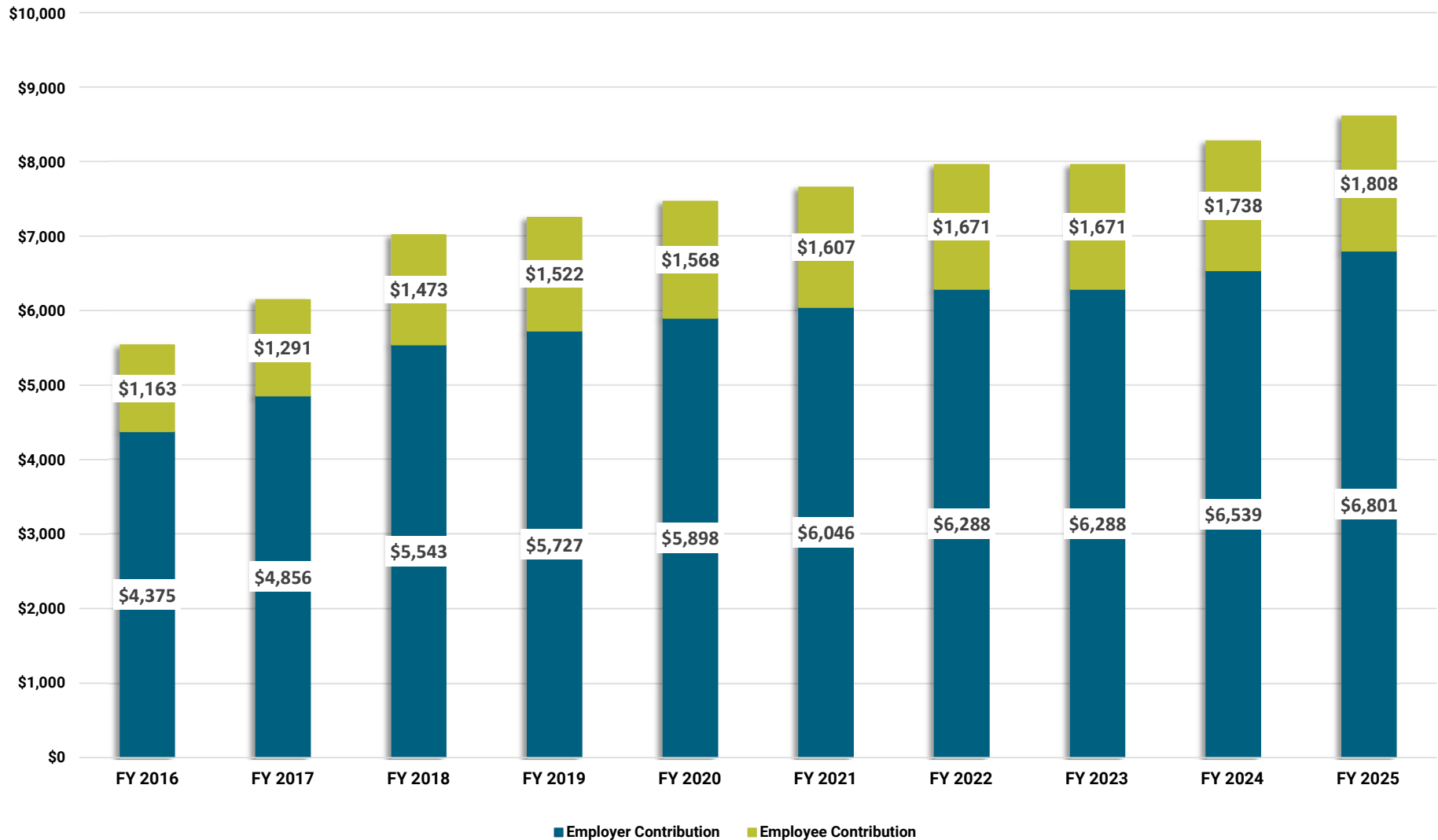
Teammate Costs (per teammate/per year)

	FY 2025	FY 2024	FY 2023	FY 2022	FY 2021	FY 20120	FY 2019	FY 2018	FY 2017	FY 2016
Single Coverage	\$1,808	\$1,738	\$1,671	\$1,671	\$1,607	\$1,568	\$1,522	\$1,473	\$1,291	\$1,163
2 Party Coverage	\$4,790	\$4,606	\$4,429	\$4,429	\$4,259	\$4,155	\$4,034	\$3,904	\$3,420	\$3,082
4 Party Coverage	\$3,706	\$3,563	\$3,426	\$3,426	\$3,294	\$3,214	\$3,120	\$3,020	\$2,646	\$2,384
Family Coverage	\$6,417	\$6,171	\$5,933	\$5,933	\$5,705	\$5,566	\$5,404	\$5,230	\$4,582	\$4,128

Values are shown per employee for the plan chosen by the majority of teammates. Since 2015, the United Health Care WellNebraska Plan was most popular.

Source: State of Nebraska *Options Guide 2024-25* . Data labeled for end year of coverage which runs July to June.

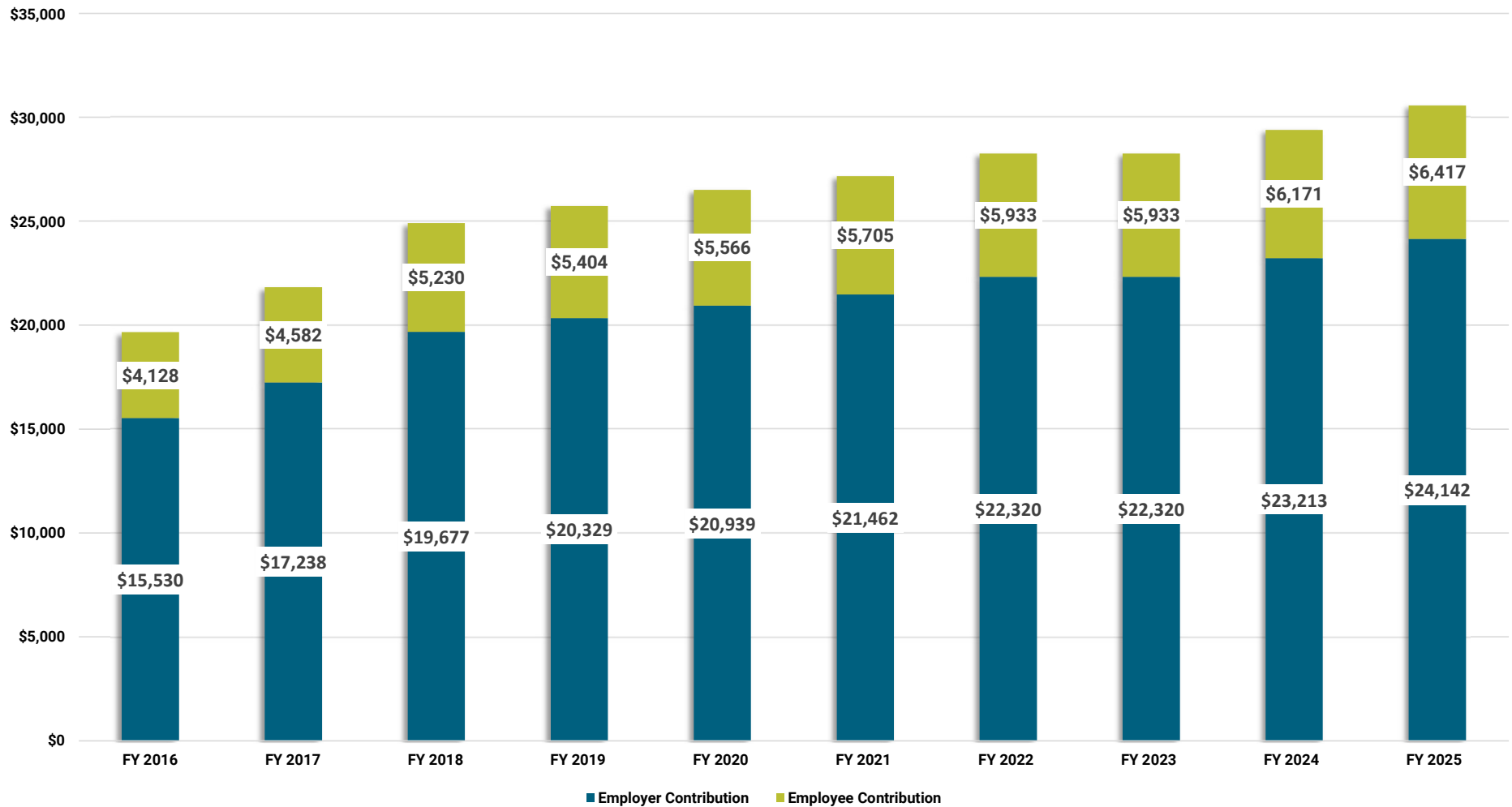
Annual Health Insurance Cost History - Single Coverage



Values are shown per employee for the plan chosen by the majority of teammates. Since 2015, the United Health Care WellNebraska Plan was most popular.

Source: State of Nebraska *Options Guide 2024-25*. Data labeled for end year of coverage which runs July to June.

Annual Health Insurance Cost History - Family Coverage



Values are shown per employee for the plan chosen by the majority of teammates. Since 2015, the United Health Care WellNebraska Plan was most popular.

Source: State of Nebraska *Options Guide 2024-25*. Data labeled for end year of coverage which runs July to June.

Health Insurance Expenditures by Agency

2023						
Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Health & Human Services	\$43,650,656	\$40,629,088	\$41,558,870	\$41,666,977	\$42,273,849
2	Corrections	\$23,279,619	\$20,431,002	\$15,448,113	\$20,407,653	\$20,100,685
3	Transportation	\$21,061,871	\$22,464,207	\$22,530,920	\$22,267,105	\$22,453,027
4	Supreme Court	\$16,622,887	\$16,889,739	\$16,696,467	\$16,336,089	\$15,214,182
5	State Patrol	\$9,617,627	\$9,436,807	\$7,777,112	\$8,342,495	\$8,438,640
6	Administrative Services	\$6,885,075	\$7,116,134	\$7,267,180	\$7,135,231	\$5,228,562
7	Veterans Affairs	\$5,984,829	\$5,240,016	\$4,911,727	\$6,081,592	\$5,733,251
8	Game and Parks	\$5,978,180	\$5,962,821	\$5,708,018	\$5,505,149	\$5,386,903
9	Education	\$5,280,086	\$5,528,820	\$5,291,023	\$5,216,382	\$5,356,174
10	Revenue	\$3,849,989	\$4,011,883	\$3,787,330	\$3,742,907	\$3,602,831
11	Environment and Energy	\$2,456,473	\$2,435,109	\$1,867,943	\$1,972,549	\$1,882,791
12	Labor	\$2,422,197	\$2,780,289	\$2,887,605	\$2,952,963	\$3,126,362
13	Motor Vehicles	\$1,978,600	\$2,124,261	\$2,079,995	\$2,111,957	\$2,226,431
14	Legislature	\$1,823,953	\$1,909,347	\$1,879,862	\$1,927,507	\$1,951,862
15	Agriculture	\$1,553,903	\$1,621,731	\$1,585,423	\$1,501,334	\$1,521,786
16	Military	\$1,526,908	\$1,568,086	\$9,130,638	\$1,378,489	\$1,303,900
17	Natural Resources	\$1,131,272	\$1,063,395	\$1,040,783	\$1,069,852	\$1,111,152
18	Insurance	\$992,849	\$983,955	\$1,032,687	\$1,041,216	\$1,088,185
19	Attorney General	\$950,355	\$1,010,505	\$1,055,787	\$1,076,850	\$1,074,981
20	Fire Marshal	\$928,809	\$882,832	\$821,652	\$822,402	\$757,076
21	Economic Development	\$922,549	\$732,371	\$567,757	\$562,005	\$548,040
22	Parole Board	\$688,449	\$739,793	\$709,895	\$693,476	\$711,192
23	Banking & Finance	\$606,330	\$630,358	\$569,551	\$582,181	\$614,897
24	Brand Committee	\$605,291	\$609,087	\$576,583	\$617,318	\$585,309
25	Public Service Commission	\$597,352	\$592,352	\$581,347	\$581,464	\$581,545
26	History Nebraska	\$498,041	\$597,611	\$578,048	\$578,170	\$531,810
27	Educational Telecommunications	\$457,678	\$519,157	\$527,774	\$522,481	\$523,443
28	State Treasurer	\$456,012	\$502,855	\$511,363	\$546,064	\$508,148
29	Crime Commission	\$434,184	\$484,110	\$521,618	\$521,836	\$486,016
30	Secretary of State	\$430,887	\$407,371	\$381,573	\$361,268	\$349,752
31	Workers Compensation Court	\$417,301	\$422,815	\$423,815	\$422,952	\$394,208

Health Insurance Expenditures by Agency

2023						
Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
32	Retirement Systems	\$405,858	\$410,546	\$434,806	\$455,868	\$490,643
33	State Auditor	\$391,353	\$389,041	\$379,321	\$330,999	\$323,457
34	Library Commission	\$373,065	\$386,339	\$366,731	\$331,886	\$347,191
35	Blind & Visually Impaired Commission	\$336,472	\$424,097	\$441,001	\$411,578	\$500,362
36	Equal Opportunity Commission	\$283,317	\$284,470	\$300,261	\$272,171	\$222,489
37	Foster Care Review Office	\$279,124	\$285,959	\$285,701	\$273,258	\$307,325
38	Educational Lands and Funds	\$251,888	\$241,514	\$271,863	\$273,217	\$264,430
39	Electrical Board	\$242,020	\$276,916	\$239,391	\$235,053	\$234,890
40	Liquor Control Commission	\$167,310	\$191,312	\$166,601	\$142,335	\$154,904
41	Governor/Policy Research	\$136,265	\$183,054	\$184,416	\$170,538	\$177,294
42	Racing & Gaming Commission	\$128,062	\$24,416	\$18,439	\$17,990	\$17,466
43	Deaf & Hard of Hearing Commission	\$127,028	\$137,259	\$121,110	\$128,175	\$119,303
44	MV Industry Licensing Board	\$115,238	\$118,438	\$96,636	\$94,278	\$91,056
45	Investment Council	\$114,721	\$115,596	\$112,233	\$112,308	\$108,633
46	Real Estate Commission	\$102,491	\$108,988	\$133,014	\$135,841	\$142,875
47	Nebraska Tourism Commission	\$99,578	\$101,136	\$96,842	\$81,805	\$61,106
48	Accountability & Disclosure	\$81,109	\$81,109	\$77,159	\$66,355	\$66,809
49	Postsecondary Education	\$80,035	\$72,882	\$74,060	\$85,771	\$91,501
50	Oil and Gas Conservation Commission	\$76,000	\$30,339	\$39,271	\$33,216	\$36,376
51	Arts Council	\$73,821	\$70,856	\$69,471	\$67,039	\$59,783
52	Tax Equalization & Review Commission	\$73,769	\$60,552	\$64,916	\$65,471	\$63,564
53	Power Review Board	\$61,303	\$61,303	\$58,946	\$57,508	\$57,121
54	Public Advocacy Commission	\$59,704	\$75,842	\$72,422	\$71,638	\$73,349
55	Engineers and Architects Board	\$47,660	\$25,566	\$28,765	\$62,575	\$68,203
56	Ethanol Board	\$47,156	\$41,739	\$45,361	\$43,044	\$30,248
57	Real Property Appraiser Board	\$35,140	\$32,903	\$31,638	\$30,866	\$26,381
58	Indian Affairs Commission	\$34,554	\$40,841	\$37,255	\$35,364	\$33,857
59	Public Accountancy Board	\$26,615	\$26,615	\$25,592	\$24,968	\$24,240
60	Corn Board	\$24,417	\$45,072	\$50,058	\$48,520	\$57,432
61	Barber Examiners Board	\$22,950	\$12,575	\$12,621	\$19,216	\$21,975
62	Lieutenant Governor	\$21,212	\$25,653	\$24,700	\$24,441	\$21,761

Health Insurance Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
63	Industrial Relations Commission	\$19,177	\$19,177	\$18,439	\$17,990	\$15,795
64	Latino-American Commission	\$9,953	\$20,725	\$37,790	\$35,310	\$32,842
65	Dry Bean Commission	\$6,288	\$6,288	\$6,046	\$5,898	\$5,727
66	African American Affairs Commission	\$5,580	\$0	\$0		
67	Wheat Board	\$3,930	\$18,103	\$14,359	\$7,373	\$11,453
---	Abstracters Board of Examiners	\$0	\$0	\$0	\$0	\$0
---	Grain Sorghum Board	\$0	\$0	\$0	\$0	\$0
---	Energy	---	---	---	---	\$122,817
Totals		\$168,454,369	\$164,775,126	\$164,745,691	\$162,815,779	\$160,151,647
% Change from Previous Year		+2%	+0%	+1%	+2%	+0%
% of All State Personal Services		5.6%	5.8%	6.1%	6.2%	6.3%

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Code 515500).

Life Insurance Expenditures by Agency¹

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	State Patrol	\$41,168	\$38,409	\$31,367	\$38,994	\$32,195
2	Game and Parks	\$5,524	\$5,205	\$5,071	\$5,728	\$8,083
3	Labor	\$3,670	\$3,972	\$4,218	\$6,049	\$8,572
4	Fire Marshal	\$2,772	\$2,777	\$2,538	\$3,840	\$2,434
5	Natural Resources	\$991	\$0	\$0	\$308	\$1,172
6	Educational Telecommunications	\$386	\$384	\$382	\$374	\$913
7	Legislature	\$2	\$0	\$0	-\$4	\$2,468
8	Environment and Energy	\$1	\$0	\$0	\$0	\$2,146
9	Health & Human Services	\$1	\$3	-\$4	\$16,760	\$50,610
---	Corrections	\$0	\$2	-\$2,535	\$6,921	\$23,341
---	Crime Commission	\$0	\$0	\$0	\$0	\$575
---	Deaf & Hard of Hearing Commission	\$0	\$0	\$0	\$365	\$152
---	Dry Bean Commission	\$0	\$0	\$0	\$0	\$12
---	Economic Development	\$0	\$0	\$0	\$304	\$645
---	Education	\$0	\$0	\$0	\$218	\$4,748
---	Liquor Control Commission	\$0	\$0	\$0	\$342	\$183
---	Military	\$0	\$0	\$10,269	\$1,370	\$1,796
---	Supreme Court	\$0	\$0	\$0	\$1	\$16,801
---	Tax Equalization & Review Commission	\$0	\$0	\$0	\$0	\$92
---	Transportation	\$0	\$0	\$0	\$4,301	\$22,518
---	Veterans Affairs	\$0	\$0	\$0	\$0	\$6,875
	All Other Agencies	\$0	\$0	\$0	\$574	\$25,840
Totals		\$54,515	\$50,751	\$51,306	\$86,443	\$212,169
% Change from Previous Year		7%	-1%	-41%	-59%	0%
% of All State Personal Services		0.00%	0.00%	0.00%	0.00%	0.01%

¹Most state agencies stopped paying basic life insurance premiums for employees with exceptions related to labor contracts or other agreements. Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Code 515400); includes State expenditures for basic life insurance only.

Section F: Benefit/Premium/Overtime Pay Expenditure Data

State Retirement Employee/Employer Contributions

	<i>Employee Contribution</i>	<i>Employer Contribution</i>
Public Employees Retirement Plan Effective January 1, 1964	4.80%	7.49% (156% of employee contribution)
Defined Contribution Benefit Plan. Employees hired on or after January 1, 2003, are enrolled in a Cash Balance Benefit Plan.		

		<i>Employee Contribution</i>	<i>Employer Contribution</i>
State Patrol Retirement Plan Created in 1947	Officers who began service prior to 7-1-2016	16.00% of salary¹	16.00% of salary¹
	Officers who begin service on or after 7-1-2016	17.00% of salary²	17.00% of salary²
Defined benefit plan – 3% x years of services x final average monthly salary. (Total salary during final three years of service divided by 36 = final average monthly salary). ¹ Rate effective 7-1-2013. ² Rate effective 7-1-2016.			

Retirement Expenditures by Agency

2023		FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Rank	Agency					
1	Health & Human Services	\$19,088,452	\$17,206,351	\$16,433,397	\$15,432,515	\$15,206,142
2	Corrections	\$13,120,756	\$10,762,209	\$7,543,787	\$8,771,691	\$8,334,059
3	Transportation	\$8,101,009	\$8,004,727	\$8,271,947	\$7,888,737	\$7,724,056
4	State Patrol	\$6,303,426	\$6,163,058	\$4,998,393	\$5,888,649	\$5,591,113
5	Supreme Court	\$5,752,672	\$5,330,691	\$5,297,641	\$5,108,793	\$4,702,235
6	Veterans Affairs	\$3,079,652	\$2,483,256	\$1,884,247	\$2,266,702	\$2,079,590
7	Administrative Services	\$3,001,911	\$2,993,213	\$3,151,786	\$3,005,145	\$2,281,274
8	Education	\$2,360,187	\$2,258,092	\$2,314,821	\$1,987,426	\$2,079,906
9	Game and Parks	\$1,908,066	\$1,878,366	\$1,871,900	\$1,731,588	\$1,640,667
10	Revenue	\$1,580,248	\$1,555,927	\$1,551,365	\$1,439,087	\$1,411,771
11	Environment and Energy	\$1,086,658	\$1,050,546	\$932,856	\$887,180	\$822,809
12	Legislature	\$1,037,199	\$989,854	\$1,026,179	\$969,679	\$941,765
13	Labor	\$1,033,868	\$1,155,360	\$1,275,232	\$1,178,837	\$1,200,144
14	Military	\$708,252	\$668,535	\$4,078,310	\$664,163	\$601,058
15	Motor Vehicles	\$684,417	\$680,719	\$681,113	\$649,040	\$657,394
16	Attorney General	\$634,125	\$602,095	\$565,682	\$546,647	\$516,343
17	Agriculture	\$583,640	\$568,395	\$595,178	\$573,685	\$554,644
18	Natural Resources	\$504,806	\$482,962	\$485,024	\$463,151	\$468,303
19	Economic Development	\$459,506	\$371,797	\$309,160	\$282,469	\$259,505
20	Insurance	\$457,568	\$430,631	\$468,399	\$443,613	\$446,621
21	Banking & Finance	\$330,839	\$338,256	\$342,290	\$326,712	\$326,610
22	Parole Board	\$328,950	\$297,376	\$287,904	\$258,529	\$252,283
23	Fire Marshal	\$294,552	\$289,483	\$294,753	\$280,870	\$239,970
24	Public Service Commission	\$270,538	\$253,608	\$253,313	\$236,034	\$227,826
25	State Auditor	\$252,623	\$245,487	\$233,454	\$214,836	\$210,739
26	Educational Telecommunications	\$244,619	\$240,316	\$241,107	\$237,412	\$225,780
27	History Nebraska	\$240,053	\$266,477	\$259,348	\$246,389	\$227,097
28	Brand Committee	\$210,849	\$210,074	\$201,200	\$204,569	\$194,777
29	Crime Commission	\$203,437	\$199,381	\$210,145	\$198,637	\$189,363
30	Secretary of State	\$183,719	\$171,778	\$158,577	\$143,302	\$139,952
31	Retirement Systems	\$181,713	\$172,042	\$177,805	\$169,302	\$163,318
32	State Treasurer	\$178,114	\$175,362	\$175,019	\$181,153	\$176,198

Retirement Expenditures by Agency

2023						
Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
33	Workers Compensation Court	\$177,648	\$166,685	\$158,792	\$165,441	\$153,240
34	Library Commission	\$168,808	\$158,439	\$159,224	\$145,022	\$142,363
35	Educational Lands and Funds	\$148,309	\$132,387	\$130,724	\$130,835	\$127,055
36	Blind & Visually Impaired Commission	\$137,785	\$132,499	\$142,502	\$135,132	\$158,887
37	Foster Care Review Office	\$133,982	\$128,838	\$119,791	\$111,096	\$105,757
38	Governor/Policy Research	\$99,762	\$104,035	\$100,381	\$88,289	\$88,174
39	Investment Council	\$96,266	\$92,653	\$93,692	\$85,043	\$81,065
40	Equal Opportunity Commission	\$90,126	\$87,328	\$93,567	\$91,298	\$90,213
41	Electrical Board	\$82,692	\$81,918	\$77,490	\$67,187	\$66,551
42	Postsecondary Education	\$64,769	\$66,303	\$63,344	\$63,110	\$61,422
43	Racing & Gaming Commission	\$63,006	\$20,987	\$15,794	\$14,821	\$17,580
44	Liquor Control Commission	\$56,721	\$58,635	\$59,329	\$54,450	\$52,507
45	Public Advocacy	\$54,160	\$59,260	\$60,155	\$57,463	\$56,637
46	Oil and Gas Conservation Commission	\$50,188	\$42,945	\$40,550	\$37,575	\$41,745
47	Nebraska Tourism Commission	\$47,033	\$45,533	\$46,569	\$43,506	\$39,695
48	Deaf & Hard of Hearing Commission	\$46,781	\$48,552	\$47,274	\$46,280	\$44,383
49	Tax Equalization & Review Commission	\$41,726	\$43,163	\$43,256	\$41,162	\$39,548
50	Arts Council	\$41,703	\$41,239	\$41,660	\$39,188	\$38,142
51	Real Estate Commission	\$41,500	\$42,403	\$42,322	\$40,971	\$40,373
52	MV Industry Licensing Board	\$33,731	\$36,107	\$32,978	\$30,905	\$31,248
53	Accountability & Disclosure	\$31,301	\$32,623	\$34,551	\$32,551	\$32,347
54	Corn Board	\$30,063	\$29,457	\$30,699	\$28,650	\$28,431
55	Engineers and Architects Board	\$26,279	\$23,629	\$25,369	\$23,802	\$23,490
56	Ethanol Board	\$20,394	\$17,086	\$16,288	\$15,283	\$20,991
57	Power Review Board	\$15,639	\$15,188	\$15,446	\$14,531	\$14,114
58	Public Accountancy Board	\$15,049	\$14,226	\$14,323	\$13,575	\$12,706
59	Wheat Board	\$13,601	\$11,632	\$13,855	\$13,259	\$13,628
60	Indian Affairs Commission	\$13,189	\$12,703	\$11,586	\$10,712	\$9,947
61	Real Property Appraiser Board	\$13,038	\$12,765	\$12,564	\$11,675	\$11,015
62	Industrial Relations Commission	\$9,968	\$9,683	\$9,849	\$9,272	\$9,944
63	Latino-American Commission	\$8,942	\$7,702	\$10,989	\$9,722	\$8,392
64	Barber Examiners Board	\$7,275	\$7,182	\$6,781	\$6,461	\$6,387

Retirement Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
65	Lieutenant Governor	\$6,026	\$6,357	\$6,377	\$6,503	\$6,477
66	Grain Sorghum Board	\$4,025	\$3,902	\$3,915	\$3,443	\$5,162
67	Dry Bean Commission	\$3,898	\$3,768	\$3,706	\$3,435	\$3,442
68	African American Affairs Commission	\$1,455	\$1,814	---	---	---
--	Abstracters Board of Examiners	\$0	\$0	\$0	\$0	\$1
--	Energy	--	--	--	--	\$61,262
Totals		\$76,303,260	\$70,296,049	\$68,357,024	\$64,568,190	\$61,837,632
% Change from Previous Year		+9%	+3%	+6%	+4%	+1%
% of All State Personal Services		2.5%	2.5%	2.5%	2.4%	2.4%

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Code 515100).

Premium Pay¹ Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Health & Human Services	\$830,964	\$652,395	\$405,417	\$368,765	\$404,999
2	Transporation	\$455,926	\$382,300	\$298,670	\$243,279	\$204,770
3	Corrections	\$384,083	\$325,442	\$181,143	\$204,704	\$194,186
4	Administrative Services	\$333,236	\$295,837	\$153,303	\$122,832	\$101,312
5	Veterans' Affairs	\$70,410	\$62,265	\$37,620	\$36,858	\$44,230
6	State Patrol	\$36,242	\$53,386	\$41,510	\$38,865	\$36,042
7	Military	\$35,391	\$52,129	\$68,158	\$21,628	\$20,545
8	Environment and Energy	\$24,628	\$24,347	\$17,216	\$16,670	\$18,084
9	Parole Board	\$20,927	\$15,963	\$12,457	\$10,574	\$10,990
10	Game and Parks	\$519	\$0	\$0	\$0	\$329
---	Crime Commission	\$0	\$0	\$0	\$41	\$31
Totals		\$2,192,325	\$1,864,064	\$1,215,494	\$1,064,216	\$1,035,518
% Change from Previous Year		+18%	+53%	+14%	+3%	-0%
% of All State Personal Services		0.07%	0.07%	0.04%	0.04%	0.04%

¹Premium pay includes On Call Pay, Standby Pay, Call Back Pay, or Out-of-Class Pay.
Includes data except for the University of Nebraska and State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Code 511400).

Shift Differential Expenditures by Agency

2023						
Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Corrections	\$5,509,705	\$3,573,294	\$398,595	\$646,425	\$706,454
2	Health & Human Services	\$5,076,075	\$3,512,705	\$1,254,379	\$1,371,048	\$1,397,470
3	Veterans' Affairs	\$4,166,746	\$2,400,694	\$444,630	\$600,439	\$574,360
4	Administrative Services	\$494,135	\$295,412	\$19,398	\$20,987	\$15,618
5	Transportation	\$58,998	\$43,995	\$48,998	\$55,350	\$70,624
6	State Patrol	\$30,548	\$27,565	\$31,222	\$28,338	\$32,140
7	Educational Telecommunications	\$10,025	\$7,893	\$7,852	\$7,751	\$7,635
8	Military	\$4,194	\$5,043	\$315,345	\$6,263	\$5,266
9	Game and Parks	\$3,159	\$2,512	\$2,858	\$2,972	\$2,155
10	Revenue	\$699	\$623	\$652	\$638	\$574
11	Crime Commission	\$101	\$88	\$1,071	\$1,695	\$1,993
---	Agriculture	\$0	\$0	\$0	\$0	\$0
---	Parole Board	\$0	\$0	\$0	\$0	\$0
Totals		\$15,354,386	\$9,869,822	\$2,525,000	\$2,741,906	\$2,814,290
% Change from Previous Year		+56%	+291%	-8%	-3%	+1%
% of All State Personal Services		0.51%	0.35%	0.09%	0.10%	0.11%

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Code 511500).

Unemployment Insurance Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Health & Human Services	\$138,960	\$78,087	\$109,333	\$107,637	\$167,678
2	Corrections	\$75,535	\$41,010	\$42,704	\$86,972	\$89,793
3	Game and Parks	\$59,901	\$26,849	\$93,782	\$89,018	\$125,888
4	Transportation	\$40,651	\$23,759	\$43,495	\$58,628	\$53,444
5	Veterans' Affairs	\$35,002	\$19,665	\$47,376	\$13,545	\$12,954
6	Supreme Court	\$33,244	\$2,064	\$22,758	\$22,933	\$30,355
7	Administrative Services	\$27,129	-\$3,410	\$55,154	\$61,106	\$54,408
8	Labor	\$16,747	\$36,954	\$3,104	\$20,868	\$55,319
9	Parole Board	\$12,276	\$0	\$10,536	\$5,112	\$476
10	Military	\$8,831	\$0	\$18,021	-\$13	\$1,230
11	Governor/Policy Research	\$5,175	\$287	\$0	\$0	\$0
12	Environment and Energy	\$4,410	\$0	\$0	\$5,621	\$2,648
13	Legislature	\$4,320	\$0	\$0	\$2,834	\$9,158
14	Crime Commission	\$3,917	\$0	\$0	\$0	\$9,526
15	Education	\$3,806	\$0	\$2,875	\$10,298	\$10,383
16	Attorney General	\$3,472	\$0	\$0	\$0	\$0
17	State Patrol	\$2,341	\$0	\$5,020	\$3,702	\$4,987
18	Educational Telecommunications	\$2,277	\$0	\$0	\$0	\$0
--	Motor Vehicles	\$0	\$7,341	\$1,482	\$0	\$5,360
--	Public Service Commission	\$0	\$986	\$4,012	\$0	\$0
	All Other Agencies	\$134	\$4,132	\$27,070	\$58,599	\$41,655
Totals		\$478,128	\$237,725	\$486,722	\$546,860	\$675,263
% Change from Previous Year		+101%	-51%	-11%	-19%	-27%
% of All State Personal Services		0.02%	0.01%	0.02%	0.02%	0.03%

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Code 516400).

Workers Compensation Premium Expenditures by Agency

2023						
Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Health & Human Services	\$3,280,801	\$3,368,384	\$1,475,510	\$4,550,675	\$3,671,233
2	Corrections	\$2,420,404	\$2,420,404	\$1,419,242	\$1,772,114	\$1,631,902
3	Transportation	\$2,117,442	\$2,117,442	\$1,970,678	\$1,970,678	\$1,946,772
4	Supreme Court	\$642,184	\$642,302	\$558,904	\$562,580	\$518,996
5	State Patrol	\$580,880	\$580,880	\$504,134	\$577,552	\$618,957
6	Game and Parks	\$453,402	\$453,383	\$422,681	\$422,681	\$427,746
7	Veterans Affairs	\$388,556	\$388,556	\$250,918	\$444,886	\$482,495
8	Administrative Services	\$373,590	\$373,590	\$304,126	\$304,133	\$292,826
9	Education	\$288,491	\$288,491	\$250,590	\$250,590	\$258,561
10	Revenue	\$182,293	\$182,293	\$168,242	\$168,242	\$168,135
11	Labor	\$164,421	\$164,421	\$150,545	\$150,545	\$151,967
12	Legislature	\$139,418	\$139,418	\$130,385	\$130,385	\$118,893
13	Environment and Energy	\$120,437	\$120,437	\$114,317	\$79,260	\$110,682
14	Motor Vehicles	\$90,118	\$90,118	\$74,975	\$74,975	\$75,666
15	Military	\$89,017	\$90,596	\$682,108	\$70,444	\$72,138
16	Agriculture	\$86,697	\$86,697	\$81,914	\$81,914	\$74,661
17	Attorney General	\$71,100	\$71,100	\$59,084	\$59,084	\$57,733
18	Natural Resources	\$62,845	\$62,845	\$52,772	\$52,772	\$52,395
19	Insurance	\$59,360	\$59,360	\$55,167	\$55,167	\$55,653
20	Banking & Finance	\$45,096	\$45,096	\$37,871	\$37,871	\$37,473
21	Brand Committee	\$36,023	\$36,023	\$32,261	\$32,261	\$27,791
22	Fire Marshal	\$35,271	\$35,271	\$31,574	\$31,574	\$30,599
23	Economic Development	\$34,306	\$34,653	\$31,735	\$31,735	\$31,817
24	Parole Board	\$34,148	\$34,148	\$29,542	\$29,542	\$5,760
25	Workers Compensation Court	\$33,909	\$33,909	\$30,628	\$30,628	\$30,891
26	History Nebraska	\$32,699	\$32,699	\$32,351	\$32,351	\$35,652
27	Public Service Commission	\$30,483	\$30,483	\$25,990	\$25,990	\$28,586
28	State Auditor	\$28,211	\$28,211	\$23,805	\$23,805	\$24,623
29	Educational Telecommunications	\$27,984	\$27,984	\$26,966	\$26,966	\$27,997
30	Crime Commission	\$25,321	\$25,321	\$22,860	\$22,860	\$21,921
31	State Treasurer	\$23,721	\$23,721	\$20,305	\$20,305	\$19,802
32	Blind & Visually Impaired Commission	\$22,175	\$27,135	\$30,715	\$31,327	\$18,906

Workers Compensation Premium Expenditures by Agency

2023						
Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
33	Retirement Systems	\$22,107	\$22,107	\$20,499	\$20,499	\$23,355
34	Library Commission	\$19,087	\$19,087	\$17,652	\$17,652	\$19,294
35	Secretary of State	\$18,811	\$18,811	\$15,433	\$15,433	\$16,223
36	Educational Lands and Funds	\$17,025	\$17,025	\$16,818	\$16,818	\$16,349
37	Foster Care Review Office	\$14,153	\$14,153	\$12,301	\$12,301	\$11,403
38	Electrical Board	\$14,040	\$14,040	\$9,601	\$9,601	\$12,198
39	Equal Opportunity Commission	\$12,057	\$12,057	\$11,005	\$11,005	\$16,245
40	Governor/Policy Research	\$11,754	\$11,754	\$11,659	\$11,659	\$10,465
41	Investment Council	\$10,847	\$10,847	\$9,559	\$9,559	\$8,540
42	Postsecondary Education	\$7,727	\$7,727	\$7,926	\$7,926	\$8,861
43	Public Advocacy Commission	\$7,550	\$7,550	\$6,560	\$6,560	\$6,663
44	Liquor Control Commission	\$7,126	\$7,126	\$6,625	\$6,625	\$5,756
45	Accountability & Disclosure	\$6,558	\$6,558	\$3,722	\$3,722	\$3,695
46	Nebraska Tourism Commission	\$6,550	\$6,550	\$5,560	\$5,560	\$5,732
47	Deaf & Hard of Hearing Commission	\$6,216	\$6,216	\$4,923	\$4,923	\$4,605
48	Oil and Gas Conservation Commission	\$5,662	\$5,662	\$4,383	\$4,383	\$4,606
49	Real Estate Commission	\$5,536	\$5,441	\$4,828	\$4,828	\$4,907
50	Tax Equalization & Review Commission	\$5,271	\$5,271	\$4,971	\$4,971	\$5,201
51	Arts Council	\$5,083	\$5,083	\$4,401	\$4,401	\$4,717
52	MV Industry Licensing Board	\$4,388	\$4,388	\$6,171	\$6,171	\$6,003
53	Corn Board	\$3,999	\$3,999	\$3,282	\$3,282	\$4,007
54	Engineers & Architects Board	\$3,408	\$3,408	\$2,951	\$2,951	\$3,118
55	Racing & Gaming Commission	\$2,986	\$2,986	\$2,772	\$2,772	\$2,097
56	Ethanol Board	\$2,820	\$2,820	\$2,685	\$2,685	\$2,416
57	Power Review Board	\$2,100	\$2,100	\$1,765	\$1,765	\$1,710
58	Public Accountancy Board	\$1,825	\$1,825	\$1,684	\$1,684	\$1,662
59	Wheat Board	\$1,816	\$1,816	\$1,467	\$1,467	\$1,321
60	Industrial Relations Commission	\$1,800	\$1,800	\$1,455	\$1,455	\$3,597
61	Real Property Appraiser Board	\$1,528	\$1,528	\$1,352	\$1,352	\$1,344
62	Indian Affairs Commission	\$1,339	\$1,339	\$1,331	\$1,331	\$1,320
63	Latino-American Commission	\$1,129	\$1,129	\$1,074	\$1,074	\$1,168
64	Barber Examiners Board	\$869	\$869	\$731	\$731	\$884

Workers Compensation Premium Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
65	Lieutenant Governor	\$863	\$863	\$785	\$785	\$766
66	Grain Sorghum Board	\$688	\$688	\$447	\$447	\$310
67	Dry Bean Commission	\$493	\$493	\$373	\$373	\$314
68	Abstracters Board of Examiners	\$140	\$140	\$219	\$219	\$228
--	Energy	--	--	--	--	\$9,074
Totals		\$12,256,155	\$12,350,627	\$9,311,865	\$12,364,861	\$11,359,382
% Change from Previous Year		-1%	+33%	-25%	+9%	-3%
% of All State Personal Services		0.41%	0.44%	0.34%	0.47%	0.45%

Includes data from all state agencies except the University of Nebraska and State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Code 516500).

Tuition Assistance Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Health & Human Services	\$180,350	\$83,832	\$120,172	\$103,331	\$90,928
2	Corrections	\$173,355	\$104,702	\$120,153	\$118,824	\$108,370
3	Administrative Services	\$147,801	\$37,367	\$43,310	\$15,313	\$5,354
4	Supreme Court	\$85,259	\$63,251	\$84,312	\$47,748	\$0
5	Transportation	\$58,865	\$69,441	\$70,313	\$47,318	\$67,254
6	Game and Parks	\$31,866	\$36,325	\$32,605	\$24,120	\$20,565
7	Environment and Energy	\$20,789	\$19,575	\$11,658	\$2,783	\$0
8	Parole Board	\$18,231	\$7,488	\$4,092	\$324	\$0
9	Education	\$12,920	\$18,087	\$36,251	\$9,819	\$13,325
10	Insurance	\$11,533	\$4,459	\$3,473	\$9,062	\$0
11	Veterans Affairs	\$10,577	\$12,305	\$29,927	\$10,636	\$15,344
12	Revenue	\$10,346	\$3,907	\$2,886	\$5,250	\$6,433
13	Economic Development	\$9,158	\$6,423	\$9,220	\$14,425	\$5,615
14	Library Commission	\$7,116	\$5,175	\$1,554	\$930	\$6,724
15	Labor	\$4,976	\$0	\$1,134	\$1,685	\$2,739
16	Banking & Finance	\$4,245	\$8,231	\$15,582	\$18,439	\$17,777
17	State Patrol	\$4,175	\$6,689	\$24,009	\$25,835	\$19,377
18	Ethanol Board	\$4,140	\$8,280	\$1,380	\$0	\$0
19	Retirement Systems	\$2,399	\$3,266	\$68	\$0	\$2,080
20	Legislature	\$1,474	\$2,577	\$6,734	\$2,307	\$5,601
21	Public Service Commission	\$1,364	\$5,533	\$1,364	\$996	\$0
---	Agriculture	\$0	\$194	\$2,904	\$2,642	\$0
---	Blind & Visually Impaired Commission	\$0	\$3,173	\$8,285	\$0	\$0
---	State Treasurer	\$0	\$0	\$1,680	\$8,120	\$5,600
	All Other Agencies	\$0	\$1,909	\$306	\$918	\$1,734
Totals		\$800,938	\$512,188	\$633,370	\$470,825	\$394,820
% Change from Previous Year		+56%	-19%	+35%	+19%	-7%
% of All State Personal Svcs		0.027%	0.018%	0.023%	0.018%	0.016%

Includes data from all state agencies except the University of Nebraska and State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Code 516200).

Employee Assistance Expenditures by Agency¹

2023						
Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Health & Human Services	\$56,090	\$54,606	\$55,365	\$55,351	\$56,302
2	Corrections	\$32,921	\$31,345	\$30,999	\$30,993	\$29,862
3	Transportation	\$25,657	\$25,706	\$25,675	\$25,993	\$25,956
4	Supreme Court	\$24,684	\$24,205	\$24,082	\$23,225	\$22,859
5	Veterans Affairs	\$9,394	\$7,910	\$10,308	\$13,975	\$13,325
6	State Patrol	\$9,146	\$9,146	\$9,183	\$8,998	\$9,060
7	Administrative Services	\$7,762	\$8,528	\$6,291	\$7,416	\$6,069
8	Education	\$6,180	\$6,229	\$5,946	\$6,097	\$6,837
9	Revenue	\$5,031	\$5,006	\$4,882	\$5,031	\$4,876
10	Labor	\$4,326	\$4,944	\$4,264	\$4,314	\$4,400
11	Legislature	\$3,720	\$3,770	\$3,757	\$3,757	\$4,636
12	Environment and Energy	\$2,954	\$3,312	\$2,732	\$3,251	\$2,447
13	Motor Vehicles	\$2,707	\$2,682	\$2,670	\$2,657	\$2,657
14	Military	\$2,466	\$2,466	\$2,466	\$2,441	\$2,219
15	Agriculture	\$1,706	\$1,792	\$1,767	\$1,879	\$1,879
16	Retirement Systems	\$1,555	\$630	\$630	\$630	\$630
17	Attorney General	\$1,483	\$1,236	\$1,360	\$1,545	\$1,360
18	Insurance	\$1,236	\$1,236	\$1,236	\$1,261	\$1,298
19	Natural Resources	\$1,234	\$1,236	\$1,236	\$1,421	\$1,379
20	Economic Development	\$989	\$729	\$705	\$742	\$742
21	Fire Marshal	\$890	\$890	\$902	\$915	\$803
22	History Nebraska	\$816	\$803	\$840	\$976	\$803
23	Parole Board	\$791	\$865	\$840	\$878	\$878
24	Banking & Finance	\$729	\$816	\$840	\$915	\$0
25	Brand Committee	\$667	\$717	\$667	\$717	\$630
26	Public Service Commission	\$655	\$630	\$655	\$630	\$606
27	State Auditor	\$618	\$618	\$556	\$544	\$556
28	Educational Telecommunications	\$606	\$618	\$618	\$643	\$655
29	Crime Commission	\$581	\$655	\$630	\$606	\$606
30	Workers Compensation Court	\$581	\$581	\$606	\$581	\$581
31	Secretary of State	\$494	\$494	\$494	\$482	\$494

Employee Assistance Expenditures by Agency¹

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
32	Library Commission	\$488	\$507	\$507	\$507	\$470
33	State Treasurer	\$451	\$470	\$544	\$569	\$569
34	Blind & Visually Impaired Commission	\$433	\$434	\$476	\$414	\$643
35	Foster Care Review Office	\$371	\$371	\$371	\$371	\$354
36	Equal Opportunity Commission	\$334	\$334	\$334	\$334	\$334
37	Educational Lands and Funds	\$272	\$272	\$272	\$235	\$235
38	Electrical Board	\$247	\$247	\$235	\$235	\$235
39	Liquor Control Commission	\$210	\$210	\$210	\$210	\$210
40	Deaf & Hard of Hearing Commission	\$185	\$185	\$161	\$185	\$185
41	Nebraska Tourism Commission	\$136	\$136	\$136	\$124	\$124
42	Real Estate Commission	\$136	\$124	\$136	\$136	\$136
43	Arts Council	\$124	\$124	\$111	\$124	\$124
44	Investment Council	\$111	\$111	\$99	\$111	\$124
45	MV Industry Licensing Board	\$111	\$111	\$111	\$111	\$111
46	Postsecondary Education	\$111	\$124	\$111	\$124	\$124
47	Tax Equalization & Review Commission	\$111	\$99	\$99	\$99	\$111
48	Oil and Gas Conservation Commission	\$109	\$111	\$96	\$96	\$109
49	Accountability & Disclosure	\$99	\$99	\$99	\$99	\$99
50	Engineers & Architects Board	\$87	\$87	\$87	\$87	\$87
51	Public Advocacy Commission	\$87	\$99	\$99	\$99	\$99
52	Corn Board	\$74	\$74	\$74	\$74	\$74
53	Racing & Gaming Commission	\$49	\$25	\$25	\$37	\$25
54	Ethanol Board	\$37	\$37	\$37	\$0	\$0
55	Indian Affairs Commission	\$37	\$37	\$37	\$0	\$38
56	Power Review Board	\$37	\$37	\$37	\$37	\$38
57	Public Accountancy Board	\$37	\$37	\$37	\$37	\$37
58	Real Property Appraiser Board	\$37	\$37	\$37	\$37	\$37
59	Wheat Board	\$37	\$34	\$34	\$34	\$34
60	Industrial Relations Commission	\$25	\$25	\$25	\$25	\$37
61	Latino-American Commission	\$25	\$37	\$37	\$0	\$25
---	African American Affairs Commission	\$0	\$0	\$0	---	---

Employee Assistance Expenditures by Agency¹

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
---	Barber Examiners Board	\$0	\$0	\$0	\$0	\$0
---	Dry Pea and Lentil Commission	\$0	\$0	\$0	---	---
---	Governor/Policy Research	\$0	\$0	\$0	\$0	\$0
---	Grain Sorghum Board	\$0	\$0	\$0	\$0	\$9
---	Hemp Commission	\$0	\$0	\$0	\$0	---
---	Lieutenant Governor	\$0	\$0	\$0	\$0	\$0
---	Game and Parks	-\$4,702	\$5,574	\$4,734	\$4,734	\$4,561
---	Energy	--	--	--	--	\$210
Totals		\$208,573	\$214,612	\$212,613	\$218,146	\$215,010
% Change from Previous Year		-3%	+1%	-3%	+1%	-2%
% of All State Personal Services		0.007%	0.008%	0.008%	0.008%	0.008%

¹Statewide Employee Assistance Program started July 1, 1989.

Includes data from all state agencies except the University of Nebraska and State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Code 516300).

Overtime Expenditures by Agency

2023						
Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Corrections	\$21,898,279	\$16,393,665	\$10,639,839	\$15,684,491	\$17,088,049
2	Health & Human Services	\$19,462,956	\$12,227,351	\$9,711,317	\$9,013,208	\$8,264,721
3	Transportation	\$5,565,759	\$4,365,305	\$5,018,686	\$5,487,824	\$6,579,237
4	Veterans Affairs	\$4,725,705	\$3,799,643	\$2,486,865	\$3,182,276	\$2,394,263
5	State Patrol	\$4,008,634	\$3,769,997	\$2,387,357	\$2,938,832	\$2,640,688
6	Game and Parks	\$365,052	\$394,741	\$264,642	\$224,343	\$297,099
7	Administrative Services	\$362,831	\$240,349	\$306,908	\$251,164	\$154,693
8	Military	\$275,952	\$5,489,276	\$6,222,676	\$351,231	\$445,532
9	Supreme Court	\$179,902	\$140,066	\$56,213	\$67,315	\$50,015
10	Educational Telecommunications	\$156,158	\$121,279	\$127,575	\$132,217	\$150,755
11	Motor Vehicles	\$143,097	\$152,567	\$70,873	\$82,585	\$41,090
12	Parole Board	\$104,670	\$60,101	\$75,779	\$42,752	\$35,380
13	Education	\$103,354	\$44,842	\$28,999	\$51,861	\$122,591
14	Revenue	\$71,310	\$36,526	\$65,503	\$2,312	\$3,081
15	Fire Marshal	\$65,028	\$86,502	\$30,819	\$33,429	\$24,253
16	Labor	\$42,974	\$53,245	\$145,097	\$174,303	\$80,317
17	Environment and Energy	\$38,373	\$21,249	\$13,263	\$26,092	\$13,186
18	Economic Development	\$36,123	\$36,329	\$13,018	\$27,523	\$40,421
19	Agriculture	\$34,898	\$34,807	\$10,261	\$11,443	\$4,220
20	Legislature	\$33,454	\$16,840	\$30,109	\$8,062	\$18,805
21	Racing & Gaming Commission	\$10,930	\$2,255	\$1,960	\$2,442	\$1,965
22	Retirement Systems	\$9,893	\$10,320	\$12,024	\$151	\$5,709
23	Secretary of State	\$9,609	\$11,305	\$4,335	\$4,182	\$7,303
24	History Nebraska	\$6,974	\$3,198	\$4,469	\$4,480	\$4,886
25	Banking & Finance	\$5,740	\$6,418	\$3,051	\$5,363	\$4,966
26	Ethanol Board	\$5,099	\$3,794	\$498	\$770	\$1,033
27	Real Property Appraiser Board	\$4,156	\$5,314	\$2,328	\$520	\$204
28	Electrical Board	\$3,409	\$1,331	\$1,360	\$1,105	\$0
29	Real Estate Commission	\$2,348	\$0	\$0	\$0	\$0
30	Public Service Commission	\$2,128	\$6,237	\$11,746	\$3,666	\$0
31	Foster Care Review Office	\$2,030	\$7,160	\$293	\$484	\$474
32	Natural Resources	\$1,990	\$0	\$0	\$0	\$1,634

Overtime Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
33	Blind & Visually Impaired Commission	\$1,839	\$618	\$1,000	\$0	\$24
34	Public Advocacy Commission	\$1,819	\$3,094	\$0	\$204	\$3,041
35	Oil and Gas Conservation Commission ¹	\$1,790	\$152	\$0	\$0	\$0
36	Deaf & Hard of Hearing	\$1,668	\$2,857	\$1,808	\$1,154	\$0
37	State Treasurer	\$1,318	\$897	\$119	\$553	\$503
38	Crime Commission	\$723	\$683	\$2,173	\$1,012	\$3,660
39	Equal Opportunity Commission	\$648	\$1,153	\$204	\$1,154	\$0
40	Grain Sorghum Board	\$528	\$0	\$0	\$0	\$0
41	Engineers & Architects Board	\$418	\$386	\$979	\$480	\$98
42	Public Accountancy Board	\$271	\$1,325	\$442	\$805	\$0
43	Insurance	\$165	\$3,939	\$5,592	\$3,945	\$8,242
44	Governor/Policy Research	\$147	\$0	\$0	\$330	\$0
45	Accountability & Disclosure	\$96	\$0	\$0	\$0	\$0
---	Arts Council	\$0	\$16,339	\$83	\$0	\$0
---	Brand Committee	\$0	\$0	\$0	\$1,760	\$58,090
---	Corn Board	\$0	\$0	\$236	\$423	\$284
---	Dry Bean Commission	\$0	\$271	\$43	\$50	\$1,478
---	Indian Affairs Commission	\$0	\$0	\$0	\$0	\$1,439
---	Nebraska Tourism Commission	\$0	\$0	\$0	\$0	\$744
---	All Other Agencies	\$0	\$0	\$0	\$0	\$0
Totals		\$57,750,247	\$47,573,727	\$37,760,541	\$37,828,294	\$38,554,174
% Change from Previous Year		+21%	+26%	-0%	-2%	+19%
% of All State Personal Services		1.9%	1.7%	1.4%	1.4%	1.5%

¹The expenditures for the Oil and Gas Conservation Commission for FY 2022 were corrected from \$0 to \$152.

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Source: Budget Status report 06-30-2023 (E1 Account Code 511300). Corrected total for FY 2022.

Section G: Major Expenditures

Total Expenditures by Agency

2023

Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Health & Human Services	\$5,729,317,871	\$4,840,101,478	\$4,292,630,226	\$3,493,535,989	\$3,380,386,855
2	Education	\$2,055,228,021	\$2,023,771,971	\$1,856,047,197	\$1,738,899,018	\$1,653,294,479
3	Retirement Systems	\$1,506,750,564	\$1,218,138,466	\$1,078,306,198	\$1,070,762,128	\$968,491,705
4	Transportation	\$1,222,259,292	\$1,044,633,189	\$1,010,690,824	\$1,024,834,720	\$845,583,060
5	Revenue	\$564,097,262	\$531,470,556	\$499,366,788	\$485,341,840	\$437,633,950
6	Administrative Services	\$553,738,955	\$482,125,320	\$498,556,453	\$497,054,151	\$462,507,384
7	Corrections	\$404,798,287	\$340,534,102	\$295,067,522	\$296,107,053	\$264,203,604
8	Military	\$212,036,408	\$325,791,329	\$1,234,791,337	\$151,536,542	\$52,967,944
9	Supreme Court	\$206,925,964	\$196,357,340	\$195,516,044	\$199,502,499	\$185,853,343
10	Economic Development	\$190,239,468	\$72,218,270	\$50,054,860	\$50,330,367	\$49,950,876
11	Environment and Energy	\$177,806,508	\$147,218,685	\$88,559,974	\$89,573,134	\$62,631,460
12	Game and Parks	\$141,897,750	\$116,611,657	\$113,558,331	\$106,434,697	\$118,736,848
13	Technical Community Colleges	\$109,804,330	\$106,645,089	\$103,558,339	\$100,547,391	\$98,575,874
14	State Patrol	\$102,465,309	\$101,906,544	\$83,034,016	\$91,629,770	\$82,600,167
15	Veterans Affairs	\$84,075,911	\$74,810,530	\$57,882,742	\$70,467,476	\$75,016,127
16	Public Service Commission	\$56,501,552	\$56,256,244	\$53,651,578	\$41,659,249	\$33,983,196
17	State Treasurer	\$52,376,285	\$56,063,665	\$42,653,580	\$44,151,719	\$39,740,391
18	Motor Vehicles	\$39,324,549	\$27,589,295	\$26,256,323	\$31,963,653	\$34,896,522
19	Natural Resources	\$37,112,394	\$25,698,787	\$29,844,214	\$35,794,941	\$27,084,867
20	Labor	\$36,474,181	\$45,237,025	\$67,628,366	\$40,525,082	\$38,240,290
21	Postsecondary Education	\$35,122,822	\$25,943,557	\$24,161,077	\$22,572,308	\$21,732,895
22	Crime Commission	\$30,551,399	\$28,411,515	\$29,028,685	\$26,517,746	\$29,827,219
23	Insurance	\$29,966,464	\$17,120,913	\$16,458,890	\$22,127,937	\$24,958,899
24	Agriculture	\$26,556,269	\$19,700,797	\$18,066,344	\$17,579,050	\$17,719,438
25	Legislature	\$23,429,017	\$22,625,619	\$21,759,896	\$19,757,947	\$19,955,137
26	Educational Lands and Funds	\$15,624,997	\$17,657,351	\$17,521,868	\$17,312,054	\$17,941,301
27	Attorney General	\$13,369,415	\$12,460,588	\$11,911,135	\$11,307,434	\$11,347,135
28	Arts Council	\$11,676,205	\$3,858,485	\$3,587,137	\$3,311,272	\$2,657,136
29	Educational Telecommunications	\$11,526,807	\$11,373,983	\$12,729,488	\$11,218,929	\$11,798,134
30	Parole Board	\$10,175,772	\$8,889,259	\$8,167,808	\$6,843,874	\$7,087,554

Total Expenditures by Agency

2023

Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
31	Secretary of State	\$9,986,022	\$9,516,254	\$9,717,011	\$17,666,940	\$8,844,405
32	History Nebraska	\$8,017,103	\$7,559,734	\$7,424,314	\$8,828,941	\$6,682,498
33	Corn Board	\$7,609,704	\$8,420,439	\$8,592,525	\$8,341,972	\$9,411,615
34	Banking & Finance	\$7,583,264	\$7,001,494	\$7,023,403	\$7,225,804	\$7,302,395
35	Nebraska Tourism Commission	\$7,571,768	\$5,826,316	\$4,171,348	\$5,342,429	\$7,736,254
36	Fire Marshal	\$7,528,804	\$7,407,708	\$7,221,510	\$7,168,234	\$5,834,439
37	Workers Compensation Court	\$6,468,575	\$6,175,052	\$5,944,079	\$6,106,869	\$5,860,615
38	Blind & Visually Impaired Commission	\$6,216,234	\$5,495,145	\$5,580,739	\$5,031,251	\$4,887,889
39	Library Commission	\$5,977,801	\$7,962,332	\$5,670,369	\$5,413,290	\$5,240,458
40	Brand Committee	\$5,626,112	\$5,581,352	\$5,527,235	\$5,345,348	\$5,233,356
41	State Fair Board	\$5,494,314	\$4,883,305	\$4,822,695	\$4,027,062	\$4,658,133
42	State Auditor	\$4,616,677	\$4,456,038	\$4,254,602	\$3,917,548	\$3,840,590
43	Oil and Gas Conservation Commission	\$4,501,976	\$1,022,425	\$1,172,532	\$845,871	\$890,745
44	Foster Care Review Office	\$3,190,367	\$3,017,834	\$2,377,034	\$2,376,857	\$2,305,252
45	Public Advocacy Commission	\$3,067,681	\$3,168,457	\$3,247,940	\$3,254,009	\$3,632,509
46	Investment Council	\$3,043,546	\$2,779,012	\$2,718,648	\$2,650,764	\$2,494,173
47	Liquor Control Commission	\$2,625,716	\$1,474,741	\$1,477,994	\$1,237,143	\$1,217,361
48	Electrical Board	\$2,081,374	\$2,049,051	\$1,963,268	\$1,683,028	\$1,586,554
49	Racing & Gaming Commission	\$2,064,256	\$864,218	\$570,185	\$540,662	\$589,807
50	Equal Opportunity Commission	\$2,007,777	\$1,893,381	\$1,972,417	\$1,918,336	\$1,917,803
51	Governor/Policy Research	\$1,883,392	\$2,103,143	\$2,013,233	\$1,777,309	\$1,696,944
52	Dairy Industrial Development Board	\$1,393,161	\$1,418,586	\$1,463,669	\$1,390,901	\$1,418,638
53	Real Estate Commission	\$1,254,860	\$1,127,309	\$1,639,895	\$1,233,286	\$1,207,345
54	Deaf & Hard of Hearing Commission	\$1,119,937	\$1,129,896	\$1,059,280	\$1,050,968	\$986,562
55	Tax Equalization & Review Commission	\$846,891	\$865,254	\$865,352	\$803,442	\$765,903
56	MV Industry Licensing Board	\$810,807	\$802,599	\$824,801	\$709,569	\$682,263
57	Wheat Board	\$741,560	\$622,919	\$771,507	\$978,497	\$1,033,015
58	Ethanol Board	\$703,110	\$532,514	\$452,395	\$451,785	\$544,280
59	Engineers and Architects Board	\$693,832	\$673,752	\$597,334	\$652,550	\$639,116
60	Accountability & Disclosure	\$683,906	\$708,054	\$719,628	\$684,175	\$785,627
61	Power Review Board	\$572,337	\$536,254	\$558,583	\$523,214	\$526,006

Total Expenditures by Agency

2023

Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
62	Dry Bean Commission	\$469,498	\$604,054	\$173,158	\$523,793	\$484,362
63	Public Accountancy Board	\$408,609	\$364,094	\$336,962	\$369,355	\$356,365
64	Real Property Appraiser Board	\$383,634	\$355,988	\$306,090	\$358,736	\$370,576
65	Latino-American Commission	\$272,358	\$197,885	\$253,195	\$227,931	\$184,916
66	Indian Affairs Commission	\$267,020	\$305,315	\$276,548	\$232,539	\$309,413
67	Industrial Relations Commission	\$219,167	\$209,583	\$204,423	\$207,603	\$260,265
68	Grain Sorghum Board	\$155,682	\$142,289	\$94,612	\$124,860	\$147,085
69	Barber Examiners Board	\$152,598	\$139,583	\$136,746	\$137,198	\$138,155
70	Lieutenant Governor	\$129,810	\$142,486	\$139,396	\$141,725	\$142,681
71	African American Affairs Commission	\$94,312	\$29,749	---	---	---
72	Dry Pea and Lentil Commission	\$58,417	\$13,246	---	---	---
73	Board of Geologists	\$30,920	\$30,709	\$29,588	\$28,385	\$30,013
74	Abstracters Board of Examiners	\$27,729	\$27,447	\$25,169	\$25,468	\$24,258
75	Landscape Architects Board	\$23,700	\$22,033	\$19,654	\$20,916	\$23,531
76	Land Surveyors Board	\$20,783	\$18,760	\$17,951	\$15,855	\$17,411
77	Hemp Commission	\$43	\$175	---	---	---
Sub-Total		\$13,809,927,172	\$12,110,899,573	\$11,945,476,257	\$9,930,792,388	\$9,194,710,779
State Colleges		\$189,443,590	\$186,001,298	\$169,915,905	\$161,577,249	\$166,554,505
University of Nebraska		\$3,208,552,918	\$3,009,936,826	\$2,789,328,870	\$2,761,860,401	\$2,687,110,174
Grand Total		\$17,207,923,680	\$15,306,837,697	\$14,904,721,032	\$12,854,230,038	\$12,048,375,458
% Change from Previous Year		+12%	+3%	+16%	+7%	+1%

Source: Annual Budgetary Report FY2023; Schedule of Total Expenditures by Agency - All Funds.

Operating Expenditures by Agency

2023

Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Retirement Systems	\$1,445,680,018	\$1,157,993,245	\$1,020,750,466	\$1,014,040,249	\$912,745,668
2	Administrative Services	\$456,117,950	\$393,822,437	\$399,941,088	\$399,940,878	\$379,030,838
3	Health & Human Services	\$341,381,499	\$322,974,062	\$356,911,226	\$217,353,004	\$188,973,372
4	Transportation	\$212,381,819	\$178,081,049	\$181,546,841	\$186,690,649	\$180,754,990
5	Corrections	\$147,190,979	\$128,271,528	\$117,562,291	\$110,223,492	\$97,622,021
6	Revenue	\$71,634,235	\$60,865,320	\$63,697,387	\$53,600,511	\$63,623,950
7	Military	\$69,179,208	\$107,187,409	\$82,228,841	\$87,189,034	\$26,005,861
8	Supreme Court	\$66,298,734	\$63,217,603	\$68,113,272	\$74,646,815	\$70,563,147
9	Education	\$63,783,517	\$52,155,748	\$36,419,231	\$34,344,499	\$32,556,046
10	Game and Parks	\$45,355,372	\$41,317,607	\$32,758,462	\$31,305,297	\$29,370,294
11	State Patrol	\$26,328,871	\$25,266,634	\$21,917,840	\$24,104,719	\$17,475,814
12	Motor Vehicles	\$26,231,193	\$14,594,244	\$13,362,700	\$12,073,347	\$21,951,595
13	Veterans Affairs	\$22,134,903	\$25,728,866	\$19,210,707	\$20,552,255	\$21,759,466
14	Insurance	\$21,210,675	\$8,940,696	\$7,699,560	\$13,325,367	\$16,353,131
15	Environment and Energy	\$19,201,245	\$20,501,023	\$20,088,306	\$18,711,919	\$16,226,114
16	State Treasurer	\$15,915,212	\$19,747,514	\$12,393,899	\$15,725,797	\$12,799,512
17	Educational Lands and Funds	\$13,040,889	\$15,245,130	\$15,072,928	\$14,949,317	\$15,566,796
18	Labor	\$7,846,188	\$15,936,672	\$33,640,157	\$9,916,348	\$8,592,159
19	Natural Resources	\$7,687,463	\$3,963,899	\$3,442,742	\$3,327,491	\$3,047,625
20	Corn Board	\$6,971,500	\$7,774,579	\$8,014,629	\$7,693,129	\$8,630,293
21	Secretary of State	\$6,522,901	\$5,586,187	\$6,227,404	\$6,050,136	\$5,063,002
22	Nebraska Tourism Commission	\$6,088,337	\$4,409,615	\$2,771,313	\$3,382,743	\$5,901,162
23	Educational Telecommunications	\$5,920,364	\$5,520,320	\$5,563,021	\$5,462,157	\$5,486,207
24	Agriculture	\$5,888,993	\$6,038,637	\$4,914,332	\$5,138,227	\$5,835,081
25	Parole Board	\$4,110,531	\$3,378,220	\$2,887,749	\$2,027,059	\$2,325,184
26	Economic Development	\$4,107,367	\$3,543,853	\$1,795,687	\$1,689,656	\$1,374,726
27	Crime Commission	\$4,072,857	\$4,399,349	\$4,151,190	\$3,363,945	\$4,358,574
28	History Nebraska	\$3,536,219	\$2,532,307	\$2,192,662	\$2,709,419	\$2,316,095
29	Legislature	\$3,503,037	\$3,909,082	\$1,913,684	\$1,530,613	\$1,744,984
30	Oil and Gas Conservation Commission	\$3,395,138	\$207,793	\$492,588	\$174,716	\$171,570

Operating Expenditures by Agency

2023

Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
31	Public Service Commission	\$3,035,257	\$3,025,233	\$2,632,407	\$1,714,734	\$1,173,735
32	Attorney General	\$2,114,172	\$1,721,557	\$1,791,651	\$1,340,583	\$1,715,395
33	Banking & Finance	\$1,673,393	\$1,068,130	\$1,032,362	\$1,049,417	\$877,996
34	Workers Compensation Court	\$1,477,263	\$1,335,990	\$1,284,519	\$1,272,329	\$1,215,338
35	Investment Council	\$1,407,484	\$1,210,007	\$1,162,212	\$1,224,681	\$1,114,171
36	Dairy Industrial Development Board	\$1,392,997	\$1,418,586	\$1,463,669	\$1,390,901	\$1,418,467
37	Liquor Control Commission	\$1,318,004	\$366,360	\$392,540	\$241,357	\$238,835
38	Blind & Visually Impaired Commission	\$1,081,001	\$1,136,238	\$1,419,926	\$1,082,978	\$852,153
39	Fire Marshal	\$1,063,370	\$1,205,540	\$1,001,227	\$1,199,082	\$566,361
40	Library Commission	\$868,013	\$858,938	\$813,363	\$902,522	\$854,287
41	Brand Committee	\$684,726	\$583,671	\$673,290	\$621,300	\$566,957
42	Racing & Gaming Commission	\$635,107	\$231,368	\$148,029	\$127,430	\$133,556
43	Wheat Board	\$477,537	\$381,496	\$522,241	\$718,043	\$738,304
44	Real Estate Commission	\$447,967	\$303,301	\$833,709	\$422,194	\$395,020
45	Dry Bean Commission	\$389,804	\$527,599	\$105,387	\$447,514	\$380,211
46	Postsecondary Education	\$311,936	\$256,373	\$272,720	\$281,956	\$237,987
47	Foster Care Review Office	\$294,835	\$214,239	\$244,298	\$351,650	\$284,766
48	Ethanol Board	\$291,011	\$179,340	\$141,782	\$142,011	\$142,342
49	Equal Opportunity Commission	\$288,467	\$237,437	\$230,023	\$215,982	\$231,821
50	Arts Council	\$276,577	\$225,816	\$169,993	\$159,307	\$174,379
51	Electrical Board	\$238,400	\$221,838	\$239,762	\$171,391	\$197,362
52	Power Review Board	\$222,619	\$211,568	\$228,130	\$216,085	\$213,768
53	State Auditor	\$222,113	\$182,432	\$198,897	\$198,684	\$179,307
54	Deaf & Hard of Hearing Commission	\$221,375	\$209,078	\$202,182	\$170,992	\$159,405
55	Engineers and Architects Board	\$197,378	\$243,011	\$151,355	\$195,766	\$166,598
56	Public Advocacy Commission	\$182,876	\$190,860	\$163,161	\$184,668	\$168,048
57	Governor/Policy Research	\$182,126	\$226,768	\$255,754	\$198,997	\$98,530
58	Real Property Appraiser Board	\$130,602	\$105,883	\$73,681	\$134,271	\$154,300
59	MV Industry Licensing Board	\$119,043	\$85,771	\$183,568	\$81,295	\$69,074
60	Public Accountancy Board	\$115,079	\$93,652	\$76,664	\$111,715	\$99,645

Operating Expenditures by Agency

2023

Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
61	Latino-American Commission	\$112,862	\$50,939	\$41,459	\$39,073	\$16,200
62	Accountability & Disclosure	\$110,217	\$95,133	\$109,396	\$106,234	\$73,895
63	Tax Equalization & Review Commission	\$79,881	\$95,749	\$99,979	\$91,982	\$86,465
64	Grain Sorghum Board	\$76,066	\$60,337	\$30,666	\$61,637	\$56,537
65	African American Affairs Commission	\$62,590	\$1,083	---	---	---
66	Dry Pea and Lentil Commission	\$55,381	\$11,673	---	---	---
67	Industrial Relations Commission	\$28,714	\$25,198	\$22,334	\$24,741	\$35,417
68	Indian Affairs Commission	\$25,719	\$44,443	\$39,032	\$28,611	\$100,315
69	Board of Geologists	\$23,629	\$25,269	\$27,166	\$24,318	\$22,494
70	Landscape Architects Board	\$22,279	\$20,405	\$19,192	\$19,444	\$21,863
71	Land Surveyors Board	\$17,988	\$15,822	\$15,912	\$14,440	\$15,173
72	Barber Examiners Board	\$13,154	\$13,515	\$13,522	\$14,538	\$12,199
73	Lieutenant Governor	\$7,452	\$6,396	\$6,566	\$7,177	\$5,969
74	Abstracters Board of Examiners	\$6,559	\$7,151	\$5,824	\$6,808	\$7,369
75	Hemp Commission	\$43	\$175	---	---	---
Sub-Total		\$3,154,720,280	\$2,721,841,996	\$2,566,221,753	\$2,398,251,626	\$2,173,497,291
State Colleges		\$39,473,131	\$38,202,812	\$33,874,454	\$29,894,305	\$32,588,405
University of Nebraska		\$849,372,975	\$789,749,562	\$700,800,074	\$695,047,776	\$709,578,812
Grand Total		\$4,043,566,386	\$3,549,794,370	\$3,300,896,281	\$3,123,193,707	\$2,915,664,508
% Change from Previous Year*		+14%	+8%	+6%	+7%	+6%
Operating Expenditures as a % of Total		23%	23%	22%	24%	24%

Source: Annual Budgetary Report FY2023; Schedule of Total Operating Expenditures by Agency - All Funds.

Travel Expenditures by Agency

2023						
Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Health & Human Services	\$4,252,036	\$2,563,713	\$1,937,923	\$3,280,187	\$3,560,869
2	Supreme Court	\$2,654,289	\$1,785,947	\$1,140,792	\$2,100,276	\$2,673,030
3	Education	\$1,317,786	\$731,034	\$268,040	\$1,469,863	\$1,722,782
4	Transportation	\$1,082,549	\$935,307	\$437,602	\$798,371	\$865,398
5	Corrections	\$917,762	\$973,257	\$802,792	\$737,191	\$717,033
6	Legislature	\$837,826	\$704,495	\$816,217	\$508,043	\$774,876
7	State Patrol	\$757,848	\$705,808	\$222,676	\$393,320	\$366,631
8	Game and Parks	\$738,753	\$480,170	\$290,669	\$416,259	\$500,755
9	Agriculture	\$688,349	\$568,015	\$405,952	\$607,373	\$742,439
10	Brand Committee	\$685,701	\$615,834	\$606,024	\$522,801	\$534,138
11	Environment and Energy	\$619,606	\$441,583	\$161,193	\$298,679	\$322,585
12	Veterans Affairs	\$557,180	\$1,097,299	\$547,558	\$2,379,007	\$2,205,897
13	Fire Marshal	\$554,263	\$529,720	\$492,879	\$478,518	\$453,748
14	Motor Vehicles	\$356,341	\$342,539	\$322,257	\$346,128	\$357,240
15	Natural Resources	\$296,413	\$239,230	\$175,937	\$215,203	\$246,754
16	Economic Development	\$280,772	\$264,149	\$45,657	\$267,331	\$312,010
17	Electrical Board	\$247,114	\$227,857	\$186,266	\$151,577	\$121,916
18	Attorney General	\$246,226	\$188,930	\$122,299	\$211,058	\$210,031
19	Blind & Visually Impaired Commission	\$245,214	\$146,190	\$72,898	\$109,097	\$127,097
20	Parole Board	\$238,835	\$172,091	\$122,466	\$132,584	\$172,456
21	Revenue	\$226,606	\$175,255	\$106,469	\$151,655	\$242,807
22	Labor	\$224,583	\$140,650	\$62,810	\$263,366	\$485,965
23	Military	\$224,175	\$241,423	\$5,387,590	\$1,809,177	\$351,143
24	Administrative Services	\$214,041	\$195,683	\$159,561	\$247,591	\$326,034
25	Insurance	\$203,023	\$128,967	\$14,222	\$170,910	\$259,998
26	Educational Telecommunications	\$185,097	\$149,727	\$129,936	\$156,880	\$207,047
27	Banking & Finance	\$177,841	\$55,077	\$5,935	\$211,079	\$262,316
28	Racing & Gaming Commission	\$145,213	\$30,715	\$39,215	\$31,881	\$47,181
29	History Nebraska	\$144,830	\$95,182	\$59,038	\$112,585	\$105,243
30	Corn Board	\$130,489	\$127,635	\$36,980	\$141,255	\$261,685
31	Public Service Commission	\$125,305	\$92,856	\$66,596	\$105,380	\$104,213

Travel Expenditures by Agency

2023		FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Rank	Agency					
32	Nebraska Tourism Commission	\$81,225	\$84,809	\$33,268	\$77,035	\$110,331
33	Crime Commission	\$72,833	\$76,380	\$33,468	\$74,869	\$74,469
34	MV Industry Licensing Board	\$54,699	\$40,576	\$35,128	\$32,820	\$36,680
35	Wheat Board	\$49,493	\$41,974	\$20,812	\$48,055	\$72,809
36	Secretary of State	\$48,561	\$67,480	\$7,687	\$26,996	\$30,447
37	Deaf & Hard of Hearing Commission	\$44,287	\$33,534	\$9,224	\$25,367	\$22,997
38	Real Estate Commission	\$44,280	\$43,245	\$15,387	\$33,825	\$39,062
39	Tax Equalization & Review Commission	\$43,649	\$38,582	\$29,943	\$9,615	\$4,321
40	Ethanol Board	\$43,600	\$35,304	\$10,635	\$28,216	\$42,950
41	State Treasurer	\$39,533	\$21,606	\$2,905	\$33,426	\$24,486
42	Foster Care Review Office	\$32,197	\$13,620	\$1,870	\$33,953	\$39,805
43	Workers Compensation Court	\$28,793	\$30,819	\$15,238	\$22,911	\$22,776
44	Public Advocacy Commission	\$27,154	\$33,797	\$34,099	\$29,489	\$40,581
45	Oil and Gas Conservation Commission	\$26,459	\$16,432	\$4,505	\$8,746	\$16,207
46	Retirement Systems	\$25,333	\$12,289	\$5,118	\$19,718	\$21,863
47	Public Accountancy Board	\$21,065	\$9,856	\$2,010	\$15,668	\$21,729
48	Educational Lands and Funds	\$20,225	\$21,297	\$11,095	\$16,881	\$18,330
49	Arts Council	\$18,097	\$3,540	\$1,397	\$11,815	\$17,329
50	Library Commission	\$17,416	\$17,549	\$7,384	\$40,656	\$41,908
51	Postsecondary Education	\$16,126	\$13,393	\$5,629	\$11,617	\$17,032
52	Power Review Board	\$15,976	\$9,584	\$4,125	\$10,596	\$14,336
53	Liquor Control Commission	\$14,248	\$13,556	\$5,165	\$13,135	\$14,484
54	State Auditor	\$13,421	\$15,490	\$11,096	\$51,779	\$53,095
55	Dry Bean Commission	\$13,136	\$11,886	\$4,521	\$17,344	\$41,589
56	Investment Council	\$12,753	\$7,923	\$3,800	\$10,194	\$28,455
57	Governor/Policy Research	\$12,750	\$89,010	\$24,271	\$45,329	\$60,168
58	Engineers and Architects Board	\$11,573	\$7,938	\$2,491	\$9,096	\$9,129
59	Grain Sorghum Board	\$11,405	\$21,292	\$3,325	\$9,867	\$8,406
60	Real Property Appraiser Board	\$11,119	\$12,192	\$1,859	\$9,089	\$13,516
61	Equal Opportunity Commission	\$8,739	\$3,966	\$2,818	\$12,884	\$30,734
62	Lieutenant Governor	\$8,247	\$12,628	\$10,116	\$10,143	\$15,330

Travel Expenditures by Agency

2023 Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
63	Latino-American Commission	\$8,114	\$6,482	\$3,958	\$2,916	\$5,497
64	Board of Geologists	\$7,291	\$5,440	\$2,422	\$4,067	\$7,519
65	Accountability & Disclosure	\$7,251	\$3,159	\$873	\$4,228	\$6,516
66	Abstracters Board of Examiners	\$3,326	\$2,192	\$641	\$1,275	\$1,578
67	Dry Pea and Lentil Commission	\$3,036	\$1,573	---	---	---
68	Barber Examiners Board	\$2,909	\$1,685	\$4,267	\$2,108	\$3,602
69	Land Surveyors Board	\$2,795	\$2,938	\$2,039	\$1,415	\$2,238
70	Indian Affairs Commission	\$2,577	\$3,019	\$628	\$2,310	\$3,874
71	Landscape Architects Board	\$1,421	\$1,628	\$462	\$1,472	\$1,668
72	Industrial Relations Commission	\$702	\$644	\$0	\$1,036	\$1,924
73	Dairy Industrial Development Board	\$164	---	---	---	\$171
74	African American Affairs Commission	\$31	\$767	---	---	---
---	Hemp Commission	\$0	---	---	---	---
---	State Fair Board	\$0	---	---	---	---
---	Technical Community Colleges	\$0	---	---	---	---
---	Energy	---	---	---	---	\$30,674
Sub-Total		\$20,504,075	\$16,037,412	\$15,622,128	\$19,646,586	\$20,711,932
State Colleges		\$3,551,846	\$2,735,542	\$1,299,941	\$2,039,839	\$2,396,895
University of Nebraska		\$42,729,268	\$27,791,539	\$9,074,218	\$33,977,070	\$43,199,361
Total		\$66,785,189	\$46,564,493	\$25,996,287	\$55,663,495	\$66,308,188
% Change from Previous Year		+43%	+79%	-53%	-16%	+7%
Travel Expenditures as a % of Total		0.39%	0.30%	0.17%	0.43%	0.55%

Source: Annual Budgetary Report FY2023; Schedule of Total Travel Expenditures by Agency - All Funds.

Capital Expenditures by Agency

2023		FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
Rank	Agency					
1	Transportation	\$727,086,438	\$567,254,881	\$497,546,578	\$545,176,735	\$402,185,700
2	Administrative Services	\$37,913,869	\$29,485,487	\$36,896,814	\$38,686,627	\$38,617,842
3	Game and Parks	\$22,329,371	\$9,345,088	\$11,296,193	\$8,403,402	\$18,535,184
4	Corrections	\$14,033,022	\$34,819,040	\$44,399,425	\$22,491,791	\$11,675,167
5	State Patrol	\$4,123,869	\$6,889,670	\$5,357,156	\$3,358,006	\$3,202,332
6	Veterans Affairs	\$4,028,990	\$891,785	\$1,583,559	\$2,395,204	\$8,850,781
7	Military	\$1,843,246	\$314,656	\$389,214	\$997,480	\$766,923
8	Educational Telecommunications	\$998,784	\$1,273,868	\$2,604,293	\$1,222,340	\$1,886,748
9	Health & Human Services	\$990,159	\$1,019,719	\$11,458,571	\$2,567,164	\$526,370
10	Supreme Court	\$682,507	\$865,696	\$1,140,081	\$1,238,415	\$79,821
11	Agriculture	\$564,977	\$454,440	\$323,635	\$234,459	\$362,459
12	Legislature	\$473,741	\$27,570	\$505,363	\$47,620	\$157,174
13	Environment and Energy	\$327,881	\$384,663	\$236,948	\$266,116	\$158,636
14	Revenue	\$261,404	\$84,347	\$53,365	\$786,277	\$183,855
15	Liquor Control Commission	\$251,250	\$0	\$0	\$0	\$0
16	Oil and Gas Conservation Commission	\$202,169	\$79,219	\$7,488	\$40,042	\$8,349
17	Natural Resources	\$161,366	\$66,446	\$33,888	\$144,543	\$180,217
18	Motor Vehicles	\$161,250	\$4,881	\$0	\$7,401,887	\$185,471
19	Blind & Visually Impaired Commission	\$82,887	\$366,404	\$586,831	\$277,214	\$196,318
20	Attorney General	\$82,071	\$37,101	\$41,592	\$30,219	\$104,786
21	Electrical Board	\$58,677	\$49,315	\$105,351	\$88,016	\$1,721
22	Workers Compensation Court	\$56,870	\$2,123	\$25,210	\$6,734	\$900
23	Library Commission	\$54,931	\$53,200	\$11,330	\$26,489	\$42,881
24	Secretary of State	\$48,020	\$765,408	\$14,621	\$9,008,692	\$1,239,351
25	Fire Marshal	\$47,252	\$0	\$42,979	\$95,245	\$36,716
26	Education	\$38,613	\$119,013	\$36,439	\$45,775	\$56,292
27	Equal Opportunity Commission	\$33,169	\$18,117	\$0	\$1,233	\$29,689
28	Parole Board	\$30,272	\$228	\$2,389	\$0	\$14,188
29	State Auditor	\$25,777	\$27,936	\$54,112	\$3,626	\$15,653
30	Foster Care Review Office	\$18,252	\$16,429	\$0	\$6,464	\$43,444

Capital Expenditures by Agency

2023						
Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
31	Educational Lands and Funds	\$14,718	\$95,456	\$140,729	\$44,043	\$119,813
32	Crime Commission	\$10,597	\$0	\$1,368	\$2,792	\$42,030
33	Racing & Gaming Commission	\$9,571	\$0	\$0	\$0	\$3,791
34	Real Estate Commission	\$8,034	\$10,911	\$386	\$4,238	\$2,008
35	Power Review Board	\$7,633	\$0	\$258	\$0	\$0
36	Labor	\$5,166	\$2,412,351	\$5,307,177	\$2,494,283	\$198,213
37	Public Service Commission	\$4,461	\$95,520	\$0	\$42,242	\$103,289
38	Tax Equalization & Review Commission	\$2,638	\$969	\$161	\$0	\$0
39	Latino-American Commission	\$2,390	\$0	\$0	\$0	\$0
40	State Treasurer	\$2,009	\$181,698	\$47,926	\$101,536	\$20,575
41	Insurance	\$1,678	\$0	\$139,269	\$246,602	\$15,901
42	Barber Examiners Board	\$700	\$0	\$0	\$0	\$0
---	Accountability & Disclosure	\$0	\$22,950	\$0	\$0	\$139,725
---	Banking & Finance	\$0	\$4,500	\$103,960	\$313,543	\$324,671
---	Brand Committee	\$0	\$81,915	\$11,091	\$8,736	\$69,630
---	Deaf & Hard of Hearing Commission	\$0	\$0	\$0	\$12,172	\$0
---	History Nebraska	-\$44,158	\$69,147	\$437,812	\$1,501,449	\$98,238
	Total from Other Agencies	\$0	\$0	\$20,572	\$18,905	\$33,941
	Sub-Total	\$817,036,521	\$657,692,147	\$620,964,134	\$649,838,356	\$490,516,793
	State Colleges	\$10,017,971	\$7,227,175	\$5,385,260	\$3,750,776	\$9,090,738
	University of Nebraska	\$316,632,646	\$231,954,888	\$209,699,648	\$186,902,984	\$148,454,407
	Total	\$1,143,687,138	\$896,874,210	\$836,049,042	\$840,492,116	\$648,061,938
	% Change from Previous Year*	+28%	+7%	-1%	+30%	-15%
	Capital Expenditures as a % of Total	7%	6%	6%	7%	5%

Source: Annual Budgetary Report FY2023; Schedule of Total Capital Expenditures by Agency - All Funds.

Government Aid Expenditures by Agency

2023

Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
1	Health & Human Services	\$5,033,573,990	\$4,201,983,074	\$3,626,129,141	\$2,986,593,394	\$2,907,438,923
2	Education	\$1,948,436,762	\$1,930,181,789	\$1,778,360,226	\$1,666,856,438	\$1,581,345,673
3	Revenue	\$463,709,423	\$442,262,605	\$407,822,037	\$404,845,657	\$348,180,606
4	Economic Development	\$177,790,251	\$61,922,716	\$42,874,068	\$43,435,513	\$43,691,500
5	Environmental and Energy	\$138,237,041	\$107,222,456	\$51,780,698	\$54,633,487	\$31,267,386
6	Transportation	\$128,409,062	\$148,268,689	\$177,789,540	\$144,642,995	\$116,983,851
7	Military	\$128,400,799	\$182,965,377	\$1,072,655,058	\$49,023,529	\$14,796,893
8	Technical Community Colleges	\$109,804,330	\$106,645,089	\$103,558,339	\$100,547,391	\$98,575,874
9	Retirement Systems	\$57,826,161	\$57,053,947	\$54,379,581	\$53,638,505	\$52,698,171
10	Public Service Commission	\$48,552,783	\$48,509,927	\$46,450,379	\$35,557,452	\$28,493,666
11	Postsecondary Education	\$33,768,790	\$24,623,214	\$22,880,056	\$21,271,769	\$20,488,895
12	State Treasurer	\$33,214,604	\$32,903,550	\$27,000,269	\$24,938,037	\$23,657,939
13	Game and Parks	\$27,036,528	\$21,207,547	\$25,362,029	\$25,412,399	\$30,578,725
14	Crime Commission	\$22,815,690	\$20,372,276	\$21,078,682	\$19,491,093	\$21,934,886
15	Natural Resources	\$20,031,149	\$12,899,821	\$17,668,703	\$23,890,649	\$15,271,789
16	Arts Council	\$10,664,585	\$2,919,634	\$2,703,420	\$2,467,858	\$1,815,585
17	Labor	\$9,876,346	\$5,953,637	\$5,672,624	\$6,464,971	\$7,110,685
18	Agriculture	\$8,817,198	\$2,200,977	\$1,626,201	\$1,204,347	\$623,731
19	Corrections	\$6,442,808	\$4,060,260	\$3,680,557	\$3,425,899	\$3,986,798
20	State Fair Board	\$5,494,314	\$4,883,305	\$4,822,695	\$4,027,062	\$4,658,133
21	Blind & Visually Impaired Commission	\$2,333,801	\$1,358,454	\$843,300	\$1,017,894	\$757,376
22	Library Commission	\$2,053,062	\$4,196,659	\$2,066,145	\$1,871,980	\$1,749,250
23	Public Advocacy Commission	\$1,959,969	\$1,951,962	\$2,049,356	\$2,071,347	\$2,474,607
24	State Patrol	\$1,586,446	\$1,199,398	\$709,588	\$827,019	\$753,186
25	Veterans Affairs	\$988,573	\$975,425	\$959,607	\$1,663,185	\$1,974,161
26	Supreme Court	\$770,000	\$770,000	\$1,270,000	\$1,370,000	\$1,070,000
27	Foster Care Review Office	\$500,000	\$500,000	\$0	\$0	\$0
28	Nebraska Tourism Commission	\$469,259	\$418,392	\$518,130	\$1,029,535	\$910,804
29	Insurance	\$461,004	\$367,754	\$346,620	\$372,458	\$374,263
30	Workers Compensation Court	\$345,565	\$400,380	\$444,722	\$569,957	\$638,644
31	Fire Marshal	\$232,519	\$176,627	\$149,312	\$121,958	\$191,860
32	Educational Telecommunications	\$210,672	\$210,672	\$210,672	\$210,672	\$210,672

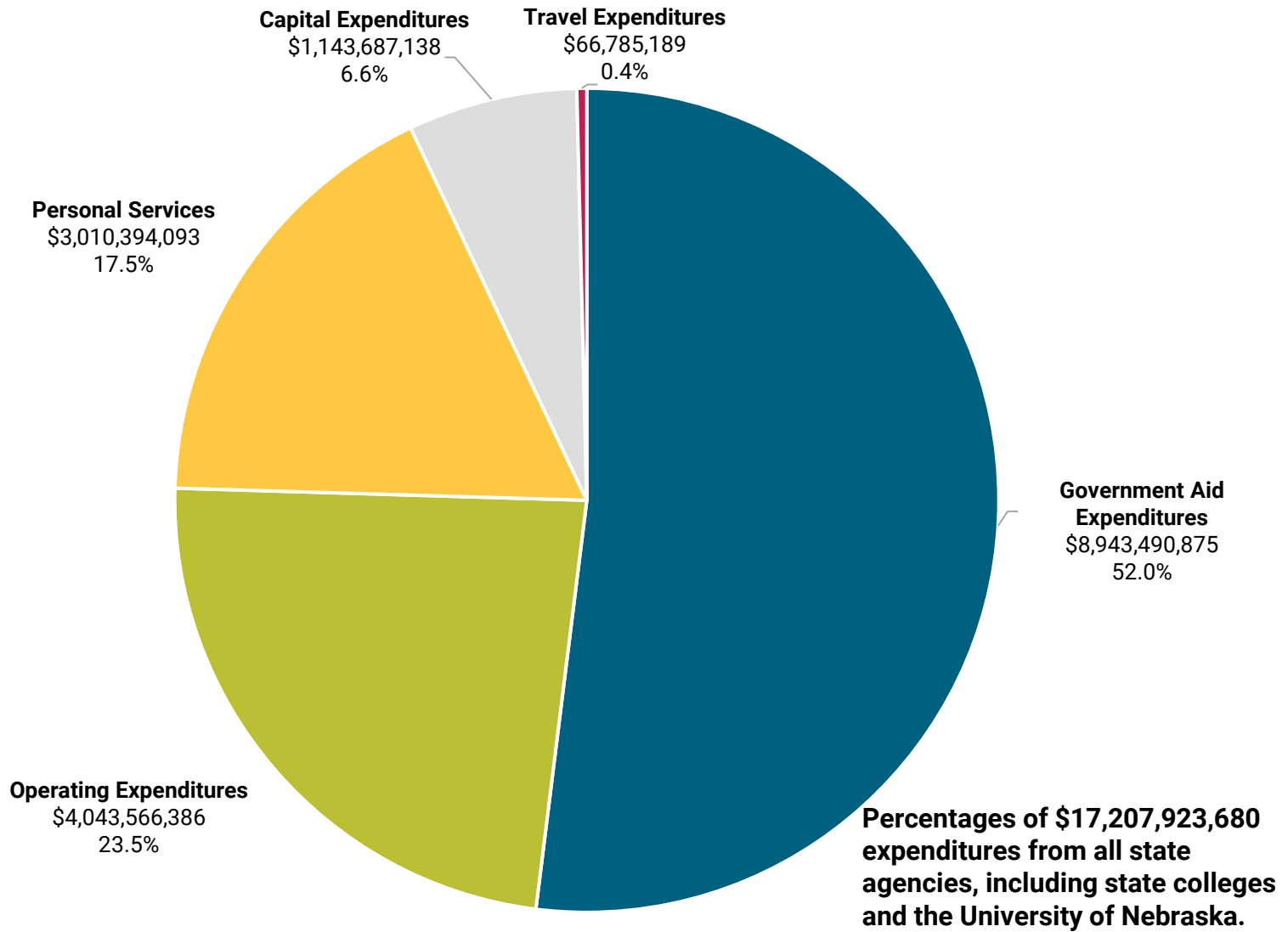
Government Aid Expenditures by Agency

2023

Rank	Agency	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019
33	History Nebraska	\$131,919	\$102,246	\$137,223	\$88,799	\$92,895
34	Administrative Services	\$124,158	\$0	\$0	\$0	\$0
35	Secretary of State	\$104,306	\$32,896	\$642,991	\$0	\$0
36	Racing & Gaming Commission	\$85,746	\$78,781	\$80,678	\$101,059	\$88,736
37	Motor Vehicles	\$33,445	\$26,710	\$29,487	\$32,030	\$41,699
---	Attorney General	\$0	\$0	\$0	\$0	\$31,023
---	Indian Affairs Commission	\$0	\$20,000	\$20,000	\$0	\$16,478
---	Energy	---	---	---	---	\$12,730,281
Sub-Total		\$8,425,293,058	\$7,431,826,246	\$7,504,772,134	\$5,683,716,338	\$5,377,705,644
State Colleges		\$54,544,146	\$60,283,678	\$54,033,024	\$52,362,287	\$50,874,979
University of Nebraska		\$463,653,671	\$498,809,848	\$463,697,121	\$456,810,655	\$443,195,882
Total		\$8,943,490,875	\$7,990,919,772	\$8,022,502,279	\$6,192,889,280	\$5,871,776,505
% Change from Previous Year		+11.9%	-0.4%	+29.5%	+5.5%	+0.4%
Gov. Aid Expenditures as a % of Total		52.0%	52.2%	53.8%	48.2%	48.7%

Source: Annual Budgetary Report FY2023; Schedule of Total Government Aid Expenditures by Agency - All Funds.

Total Expenditures July 1, 2022 - June 30, 2023



Source: Annual Budgetary Report FY2023; Schedules of Expenditures by Agency - All Funds.

Agency Spending Comparison by Expenditure Category

2023 Rank	Agency	FY 2023					Total
		Personal Services	Operating	Travel	Capital	Government Aid	
1	Health & Human Services	6.09%	5.96%	0.07%	0.02%	87.86%	100.00%
2	University Of Nebraska	47.88%	26.47%	1.33%	9.87%	14.45%	100.00%
3	Education	2.03%	3.10%	0.06%	0.00%	94.80%	100.00%
4	Retirement Systems	0.21%	95.95%	0.00%	0.00%	3.84%	100.00%
5	Transportation	12.54%	17.38%	0.09%	59.49%	10.51%	100.00%
6	Revenue	5.01%	12.70%	0.04%	0.05%	82.20%	100.00%
7	Administrative Services	10.72%	82.37%	0.04%	6.85%	0.02%	100.00%
8	Corrections	58.35%	36.36%	0.23%	3.47%	1.59%	100.00%
9	Military	5.84%	32.63%	0.11%	0.87%	60.56%	100.00%
10	Supreme Court	65.98%	32.04%	1.28%	0.33%	0.37%	100.00%
11	Economic Development	4.24%	2.16%	0.15%	0.00%	93.46%	100.00%
12	State Colleges	43.21%	20.84%	1.87%	5.29%	28.79%	100.00%
13	Environmental and Energy	10.92%	10.80%	0.35%	0.18%	77.75%	100.00%
14	Game and Parks	32.73%	31.96%	0.52%	15.74%	19.05%	100.00%
15	Technical Community Colleges	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
16	State Patrol	67.99%	25.70%	0.74%	4.02%	1.55%	100.00%
17	Veterans Affairs	67.04%	26.33%	0.66%	4.79%	1.18%	100.00%
18	Public Service Commission	8.47%	5.37%	0.22%	0.01%	85.93%	100.00%
19	State Treasurer	6.12%	30.39%	0.08%	0.00%	63.42%	100.00%
20	Motor Vehicles	31.89%	66.70%	0.91%	0.41%	0.09%	100.00%
21	Natural Resources	24.08%	20.71%	0.80%	0.43%	53.97%	100.00%
22	Labor	50.78%	21.51%	0.62%	0.01%	27.08%	100.00%
23	Postsecondary Education	2.92%	0.89%	0.05%	0.00%	96.14%	100.00%
24	Crime Commission	11.72%	13.33%	0.24%	0.03%	74.68%	100.00%
25	Insurance	27.00%	70.78%	0.68%	0.01%	1.54%	100.00%
26	Agriculture	39.90%	22.18%	2.59%	2.13%	33.20%	100.00%
27	Legislature	79.45%	14.95%	3.58%	2.02%	0.00%	100.00%
28	Educational Lands and Funds	16.31%	83.46%	0.13%	0.09%	0.00%	100.00%
29	Attorney General	81.73%	15.81%	1.84%	0.61%	0.00%	100.00%
30	Arts Council	6.14%	2.37%	0.15%	0.00%	91.34%	100.00%
31	Educational Telecommunications	36.54%	51.36%	1.61%	8.66%	1.83%	100.00%
32	Parole Board	56.96%	40.40%	2.35%	0.30%	0.00%	100.00%
33	Secretary of State	32.67%	65.32%	0.49%	0.48%	1.04%	100.00%
34	History Nebraska	52.99%	44.11%	1.81%	-0.55%	1.65%	100.00%
35	Corn Board	6.67%	91.61%	1.71%	0.00%	0.00%	100.00%
36	Banking & Finance	75.59%	22.07%	2.35%	0.00%	0.00%	100.00%
37	Nebraska Tourism Commission	12.32%	80.41%	1.07%	0.00%	6.20%	100.00%
38	Fire Marshal	74.80%	14.12%	7.36%	0.63%	3.09%	100.00%
39	Workers Compensation Court	70.50%	22.84%	0.45%	0.88%	5.34%	100.00%
40	Blind & Visually Impaired Commission	39.79%	17.39%	3.94%	1.33%	37.54%	100.00%
41	Library Commission	49.92%	14.52%	0.29%	0.92%	34.34%	100.00%
42	Brand Committee	75.64%	12.17%	12.19%	0.00%	0.00%	100.00%
43	State Fair Board	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
44	State Auditor	94.34%	4.81%	0.29%	0.56%	0.00%	100.00%
45	Foster Care Review Office	73.51%	9.24%	1.01%	0.57%	15.67%	100.00%

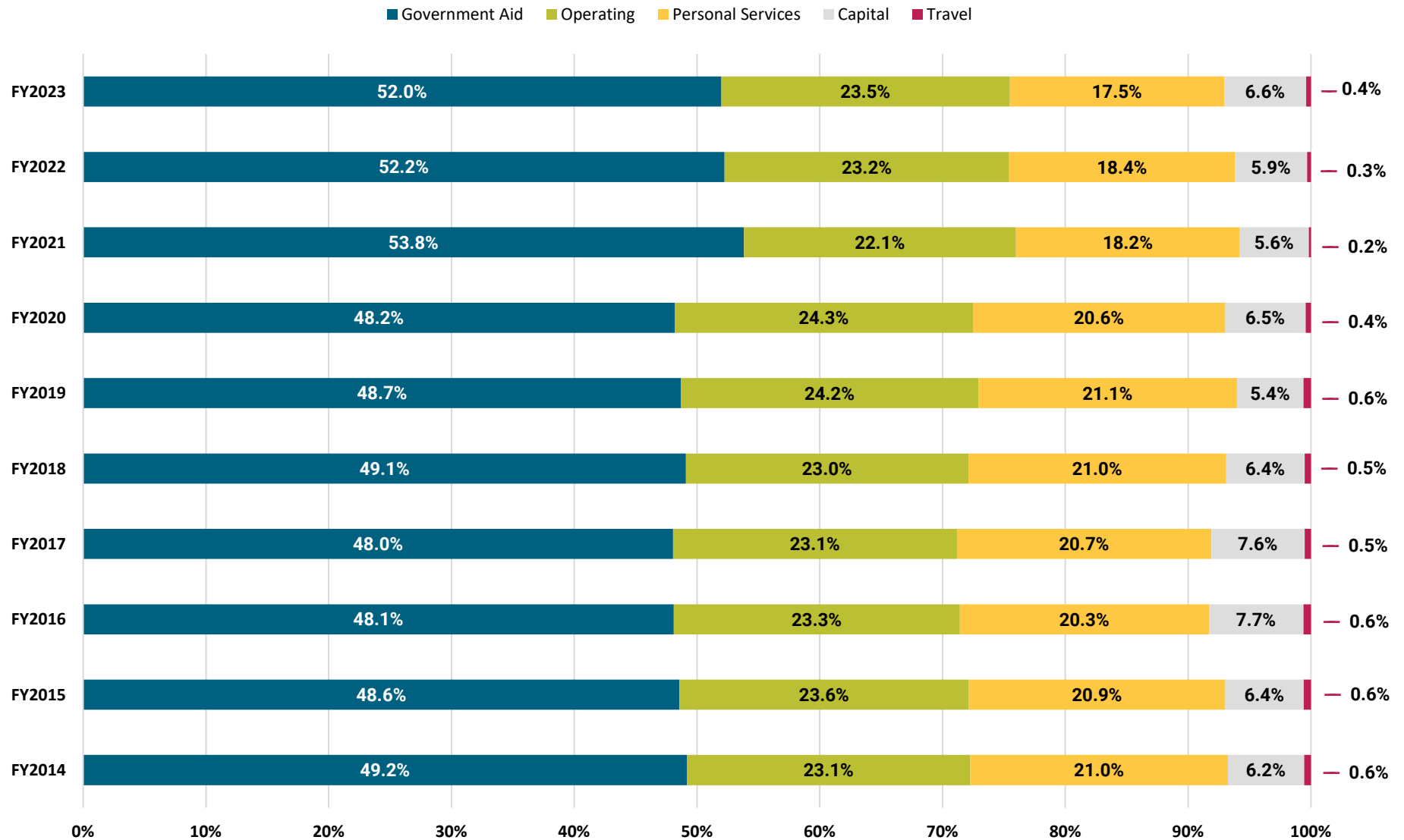
Agency Spending Comparison by Expenditure Category

2023 Rank	Agency	FY 2023					
		Personal Services	Operating	Travel	Capital	Government Aid	Total
46	Public Advocacy Commission	29.26%	5.96%	0.89%	0.00%	63.89%	100.00%
47	Investment Council	53.34%	46.24%	0.42%	0.00%	0.00%	100.00%
48	Liquor Control Commission	39.69%	50.20%	0.54%	9.57%	0.00%	100.00%
49	Electrical Board	73.85%	11.45%	11.87%	2.82%	0.00%	100.00%
50	Equal Opportunity Commission	83.55%	14.37%	0.44%	1.65%	0.00%	100.00%
51	Governor/Policy Research	89.65%	9.67%	0.68%	0.00%	0.00%	100.00%
52	Dairy Industrial Development Board	0.00%	99.99%	0.01%	0.00%	0.00%	100.00%
53	Real Estate Commission	60.13%	35.70%	3.53%	0.64%	0.00%	100.00%
54	Wheat Board	28.93%	64.40%	6.67%	0.00%	0.00%	100.00%
55	African American Affairs Commission	33.60%	66.36%	0.03%	0.00%	0.00%	100.00%
56	Dry Pea and Lentil Commission	0.00%	94.80%	5.20%	0.00%	0.00%	100.00%
57	Hemp Commission	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%

Includes all state agencies, state colleges, and the University of Nebraska system.

Source: Annual Budgetary Report FY2023; Schedules of Expenditures by Agency - All Funds.

History of State Spending Category Percentages



Includes all state agencies, state colleges, and the University of Nebraska system.

Source: Annual Budgetary Report FY2023; Schedules of Expenditures by Agency - All Funds.

Section H: Turnover Data

Total Turnover by Classified Agency

2023

Rank	Agency	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
1	African American Affairs Commission	100.0%	0.0%								
2	Grain Sorghum Board	100.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
3	Real Estate Commission	55.6%	0.0%	0.0%	0.0%	20.0%	10.0%	0.0%	9.1%	0.0%	30.0%
4	MV Industry Licensing Board	53.3%	0.0%	0.0%	0.0%	0.0%	25.0%	22.2%	0.0%	11.1%	25.0%
5	Wheat Board	50.0%	100.0%	0.0%	50.0%	33.3%	0.0%	33.3%	0.0%	33.3%	50.0%
6	Indian Affairs Commission	40.0%	0.0%								
7	Latino-American Commission	33.3%	11.1%	22.2%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%
8	Real Property Appraiser Board	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	66.7%	66.7%	33.3%
9	Veterans Affairs	32.0%	44.7%	50.3%	58.7%	44.6%	46.7%	32.7%	20.0%	26.7%	11.8%
10	Engineers & Architects	30.8%	14.3%	0.0%	57.1%	14.3%	0.0%	28.6%	42.9%	16.7%	14.3%
11	Equal Opportunity Commission	26.9%	21.9%	18.5%	14.8%	37.0%	28.0%	20.0%	14.8%	11.5%	11.1%
12	Deaf & Hard of Hearing Commission	25.0%	0.0%	0.0%	20.0%	6.7%	28.6%	6.7%	33.3%	14.3%	41.7%
13	Crime Commission	24.4%	23.2%	16.3%	14.0%	13.2%	11.8%	19.6%	16.3%	13.5%	10.2%
14	Investment Council	23.5%	0.0%	0.0%	0.0%	11.1%	11.1%	0.0%	0.0%	0.0%	11.1%
15	History Nebraska	21.7%	31.7%	16.9%	17.6%	14.3%	10.3%	16.7%	9.9%	15.5%	10.4%
16	Racing & Gaming Commission	21.1%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	25.0%
17	Labor	20.9%	32.6%	41.6%	19.1%	22.4%	20.2%	16.3%	17.0%	20.6%	17.3%
18	Health & Human Services	20.9%	24.5%	25.4%	22.7%	21.0%	22.2%	23.9%	25.4%	23.5%	24.1%
19	Oil and Gas Conservation Commission	20.0%	8.7%	0.0%	0.0%	12.5%	12.5%	12.5%	12.5%	14.3%	0.0%
20	Power Review Board	19.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
21	Fire Marshal	19.5%	0.0%	0.0%	16.2%	5.6%	15.3%	4.8%	9.5%	3.1%	14.1%
22	Military	19.5%	15.9%	8.1%	17.2%	17.5%	17.3%	16.0%	22.0%	12.9%	12.4%
23	Educational Telecommunications	18.9%	0.0%	12.2%	11.5%	9.3%	13.2%	18.9%	4.3%	10.7%	1.7%
24	Motor Vehicles	18.1%	28.9%	18.4%	18.0%	24.6%	26.8%	17.2%	23.0%	21.6%	13.0%
25	Agriculture	18.0%	25.0%	17.7%	19.9%	15.6%	17.4%	19.2%	14.5%	10.0%	12.2%
26	Economic Development	16.9%	17.1%	20.0%	6.2%	11.9%	19.3%	19.6%	18.3%	8.2%	6.5%
27	Corrections	16.2%	19.1%	30.1%	23.6%	25.8%	27.8%	30.8%	31.7%	25.3%	22.2%
28	Revenue	15.9%	16.5%	11.7%	9.0%	13.0%	15.9%	9.7%	11.6%	12.2%	8.9%
29	Transportation	15.5%	22.0%	17.0%	13.2%	13.6%	17.7%	12.7%	11.4%	12.1%	11.8%
30	Accountability & Disclosure	15.4%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%
31	Liquor Control	15.4%	25.6%	0.0%	10.0%	15.8%	25.0%	5.3%	15.8%	5.0%	6.3%
32	Administrative Services	14.6%	14.9%	11.3%	10.7%	11.7%	13.5%	12.7%	11.0%	11.5%	13.0%
33	Banking & Finance	14.4%	24.2%	12.8%	18.8%	15.2%	19.1%	20.3%	27.0%	7.7%	17.5%
34	Game and Parks	12.9%	8.4%	6.9%	5.8%	6.6%	9.3%	9.3%	7.8%	7.3%	5.4%
35	Insurance	11.8%	18.6%	24.0%	8.3%	12.2%	17.6%	11.9%	13.3%	8.6%	11.8%
36	Environment and Energy	11.5%	0.0%	14.1%	8.0%	15.0%	9.4%	9.5%	13.7%	11.4%	8.4%
37	Blind & Visually Impaired Commission	11.1%	0.0%	16.9%	16.2%	47.2%	6.3%	14.6%	7.8%	8.3%	12.8%
38	Retirement Systems	11.1%	0.0%	0.0%	17.0%	21.6%	14.0%	18.4%	9.6%	7.8%	5.9%
39	Library Commission	10.4%	5.1%	7.6%	5.0%	12.5%	12.5%	7.3%	4.8%	14.6%	7.0%
40	Electrical Board	10.3%	30.8%	0.0%	10.0%	22.2%	5.6%	11.1%	10.5%	21.1%	5.3%
41	State Patrol	9.8%	12.5%	12.2%	10.5%	9.7%	10.5%	14.1%	9.9%	8.8%	11.9%
42	Foster Care Review Office	6.7%	10.2%	10.3%	13.8%	6.7%	13.8%	10.0%	9.7%	20.0%	10.3%
43	Natural Resources	3.7%	12.4%	7.9%	11.8%	9.9%	10.2%	10.6%	8.7%	10.4%	11.3%

Total Turnover by Classified Agency

2023		2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Rank	Agency										
---	Arts Council	0.0%	31.6%	0.0%	0.0%	10.0%	33.3%	62.5%	0.0%	40.0%	30.0%
---	Barber Examiners Board	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
---	Brand Committee	0.0%	15.6%	---	---	---	---	---	---	---	---
---	Corn Board	0.0%	25.0%	0.0%	0.0%	14.3%	20.0%	16.7%	33.3%	16.7%	33.3%
---	Ethanol Board	0.0%	0.0%	11.8%	0.0%	66.7%	66.7%	25.0%	50.0%	0.0%	0.0%
---	Nebraska Tourism Commission	0.0%	0.0%	0.0%	0.0%	18.2%	18.2%	22.2%	30.0%	9.1%	0.0%
---	Public Accountancy Board	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%
---	Public Advocacy Commission	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
---	Aeronautics	---	---	---	---	---	---	---	11.1%	15.8%	21.1%
---	Energy	---	---	---	---	---	13.3%	5.9%	0.0%	0.0%	23.5%
Total ¹		18.1%	21.0%	20.3%	22.8%	19.6%	19.7%	21.5%	22.0%	18.6%	18.2%
% Change from Previous Year		-14%	+3%	-11%	+16%	-1%	-8%	-2%	+18%	+2%	+15%

Includes turnover from Classified Agencies. Includes retirees, voluntary & involuntary terminations & transfers between agencies.

Source: Workday reports 12-31-2023, excluding Constitutional agencies.

State Turnover by Length of Service

Agency	0 days - 90 days		91 days - 0.99 year		1 year - 4.99 years		5 years - 9.99 years		10 years +	
	Number of Employees	% of Turnover	Number of Employees	% of Turnover	Number of Employees	% of Turnover	Number of Employees	% of Turnover	Number of Employees	% of Turnover
Health & Human Services	204	8.9%	251	11.0%	322	14.1%	82	3.6%	114	5.0%
Corrections	52	2.3%	76	3.3%	114	5.0%	44	1.9%	36	1.6%
Transportation	77	3.4%	66	2.9%	75	3.3%	22	1.0%	73	3.2%
Veterans Affairs	65	2.8%	77	3.4%	69	3.0%	10	0.4%	13	0.6%
Administrative Services	22	1.0%	11	0.5%	18	0.8%	9	0.4%	28	1.2%
State Patrol	10	0.4%	10	0.4%	15	0.7%	6	0.3%	16	0.7%
Game and Parks	6	0.3%	4	0.2%	14	0.6%	3	0.1%	23	1.0%
Revenue	8	0.4%	5	0.2%	13	0.6%	7	0.3%	17	0.7%
Labor	6	0.3%	12	0.5%	12	0.5%	8	0.4%	8	0.4%
Motor Vehicles	8	0.4%	4	0.2%	13	0.6%	2	0.1%	6	0.3%
Military	1	0.0%	3	0.1%	14	0.6%	8	0.4%	4	0.2%
Agriculture	0	0.0%	5	0.2%	7	0.3%	1	0.0%	9	0.4%
Economic Development	1	0.0%	2	0.1%	6	0.3%	1	0.0%	3	0.1%
Fire Marshal	2	0.1%	1	0.0%	3	0.1%	2	0.1%	4	0.2%
History Nebraska	0	0.0%	2	0.1%	5	0.2%	2	0.1%	1	0.0%
Insurance	0	0.0%	1	0.0%	2	0.1%	2	0.1%	3	0.1%
Banking and Finance	0	0.0%	1	0.0%	4	0.2%	1	0.0%	1	0.0%
Brand Committee	1	0.0%	2	0.1%	2	0.1%	1	0.0%	1	0.0%
Retirement Systems	0	0.0%	1	0.0%	3	0.1%	1	0.0%	1	0.0%
All Other Agencies	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	463	20.3%	534	23.4%	711	31.2%	212	9.3%	361	15.8%

Includes turnover from voluntary & involuntary terminations (separations); percentage based on total terminations of "Regular" employees only.

Source: Workday report 12/31/2023, excluding Constitutional agencies.

Turnover by Retirements/Transfers/Resignations

Agency	Retirements		Transfers		Resignations	
	Number of Employees	Percent of Turnover	Number of Employees	Percent of Turnover	Number of Employees	Percent of Turnover
Health & Human Services	136	4.7%	71	2.4%	767	26.4%
Corrections	35	1.2%	47	1.6%	284	9.8%
Transportation	96	3.3%	13	0.4%	185	6.4%
Supreme Court	35	1.2%	26	0.9%	188	6.5%
Veterans Affairs	22	0.8%	11	0.4%	199	6.8%
Administrative Services	28	1.0%	18	0.6%	44	1.5%
State Patrol	19	0.7%	6	0.2%	42	1.4%
Education	18	0.6%	7	0.2%	37	1.3%
Game and Parks	20	0.7%	5	0.2%	34	1.2%
Labor	11	0.4%	13	0.4%	35	1.2%
Revenue	18	0.6%	7	0.2%	34	1.2%
Legislative Council	10	0.3%	8	0.3%	27	0.9%
Motor Vehicles	6	0.2%	5	0.2%	25	0.9%
Military	8	0.3%	5	0.2%	21	0.7%
Environment and Energy	9	0.3%	2	0.1%	17	0.6%
Agriculture	11	0.4%	2	0.1%	12	0.4%
Attorney General	4	0.1%	4	0.1%	14	0.5%
Economic Development	3	0.1%	2	0.1%	13	0.4%
Parole Board	3	0.1%	2	0.1%	10	0.3%
History Nebraska	2	0.1%	1	0.0%	11	0.4%
Fire Marshall	4	0.1%	0	0.0%	9	0.3%
Crime Commission	3	0.1%	2	0.1%	6	0.2%
Insurance	2	0.1%	2	0.1%	7	0.2%
Brand Committee	0	0.0%	1	0.0%	9	0.3%
Banking & Finance	1	0.0%	1	0.0%	7	0.2%
Educational Telecomm.	2	0.1%	0	0.0%	7	0.2%
Governor	2	0.1%	3	0.1%	4	0.1%
Public Service Commission	2	0.1%	2	0.1%	5	0.2%
Equal Opportunity Commission	1	0.0%	1	0.0%	5	0.2%
Retirement	1	0.0%	0	0.0%	5	0.2%
Workers Compensation Court	2	0.1%	1	0.0%	3	0.1%
Real Estate Commission	0	0.0%	0	0.0%	5	0.2%
State Auditor	0	0.0%	1	0.0%	4	0.1%
All other agencies	14	0.5%	8	0.3%	29	1.0%
Total	528	18.2%	277	9.5%	2104	72.3%

Source: Workday reports 12/31/2022 and 12/31/2023, including "Regular" employees only from all agencies.

Employees Eligible for Retirement by Agency¹

Agency Name	Age 50-54 +25 Years of Svc.		Age 55-59		Age 60-64		Age 65 +	
	Count	% Agency Employees	Count	% Agency Employees	Count	% Agency Employees	Count	% Agency Employees
Health & Human Services			475	10%	440	9%	258	5%
Corrections			172	8%	147	7%	65	3%
Transportation			282	15%	327	17%	137	7%
Supreme Court			154	10%	157	10%	107	7%
Veterans Affairs			95	13%	88	12%	48	7%
State Patrol (sworn officers) ²	37	5%	56	8%	29	4%	12	2%
Administrative Services			101	17%	93	15%	55	9%
Education			69	13%	69	13%	42	8%
Game and Parks			45	10%	56	12%	31	7%
Revenue			65	18%	55	15%	31	8%
Labor			34	12%	33	12%	19	7%
Legislature			22	8%	37	13%	41	14%
Environment and Energy			29	12%	32	13%	18	7%
Motor Vehicles			24	12%	32	16%	10	5%
Military			28	16%	21	12%	19	11%
Agriculture			17	12%	20	14%	11	8%
Attorney General			12	10%	15	13%	11	9%
Economic Development			8	7%	9	8%	6	5%
Natural Resources			8	7%	13	12%	6	5%
Insurance			10	11%	14	15%	4	4%
Parole Board			7	9%	4	5%	5	6%
Fire Marshal			8	12%	15	23%	6	9%
History Nebraska			7	11%	9	14%	1	2%
Banking & Finance			1	2%	4	6%	5	8%
Public Service Commission			6	11%	13	23%	6	11%
Brand Committee			4	7%	1	2%	6	11%
Retirement Systems			8	14%	11	20%	1	2%
SCATA Contract Teachers ³			0	0%	4	7%	0	0%
Educational Telecommunications			11	23%	9	19%	10	21%
State Auditor			0	0%	3	6%	1	2%
Secretary of State			8	18%	3	7%	2	5%
Workers Compensation Court			5	11%	9	20%	2	5%
Crime Commission			4	9%	5	12%	5	12%
Blind & Visually Impaired Comm.			3	8%	6	16%	1	3%
Library Commission			5	13%	6	16%	10	26%
State Treasurer			3	8%	7	19%	1	3%
Foster Care Review Office			4	13%	4	13%	1	3%
Equal Opportunity Commission			3	12%	2	8%	1	4%
Totals All Other Agencies			36	15%	26	11%	34	14%
Total All State Agencies	37	0.2%	1,829	10.9%	1828	10.9%	1,029	6.1%

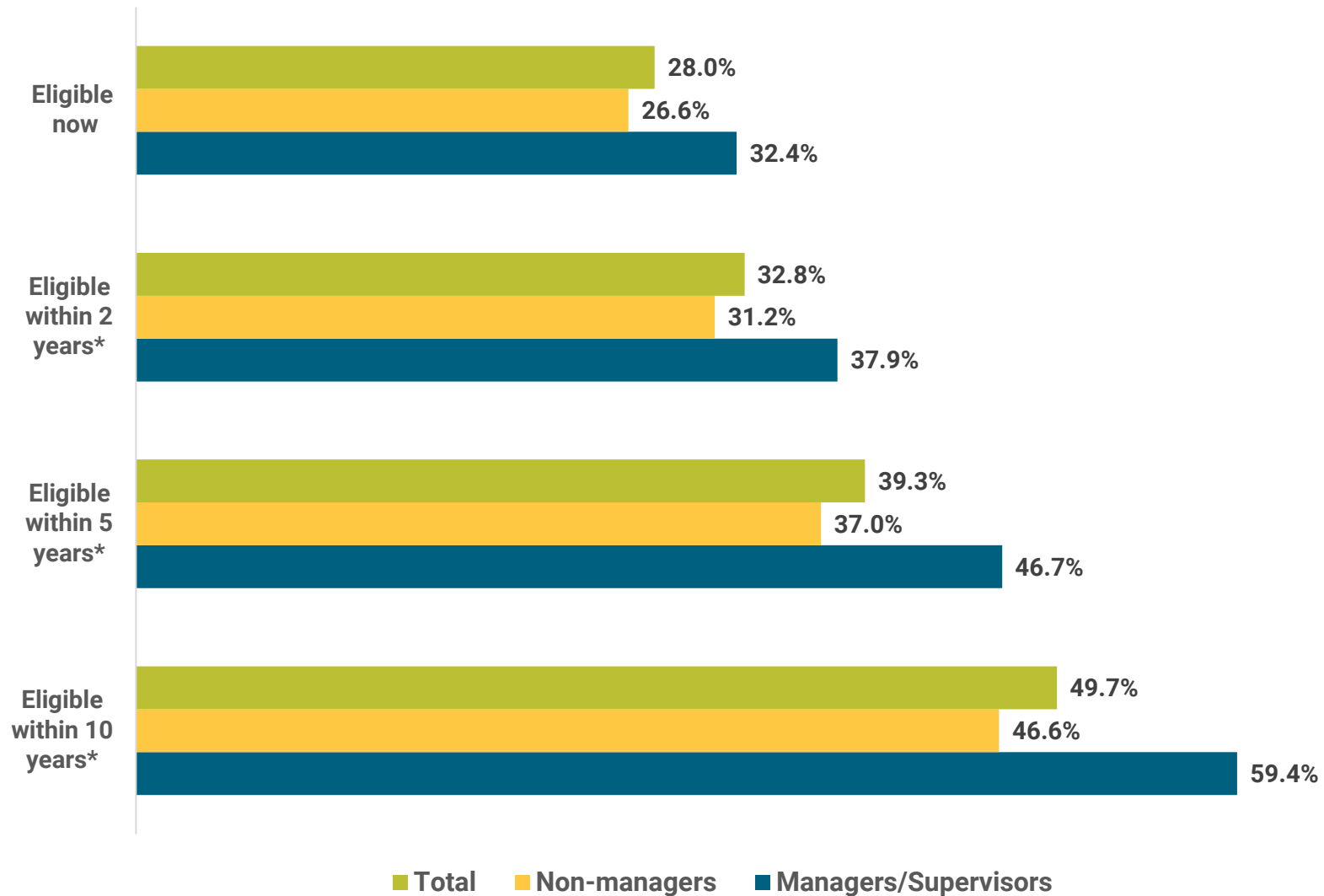
¹Showing only agencies/groups with more than 25 employees. Most state employees qualify to retire at age 55.

²Patrol Retirement System: Eligible to retire at age 50 +25 years of service; normal retirement age 55; mandatory retirement age 60.

³SCATA Contract Teachers Retirement System: Eligible to Retire at age 60 + 5 years of service. (Removed from Corrections and HHS totals

Source: Workday report 12-31-2023, including "Regular" employees only.

Employees Eligible for Retirement



*Includes employees eligible to retire now and in future years.

Source: Workday report 12-31-2023, including "Regular" employees only.

Average Age of Retirement by Agency¹

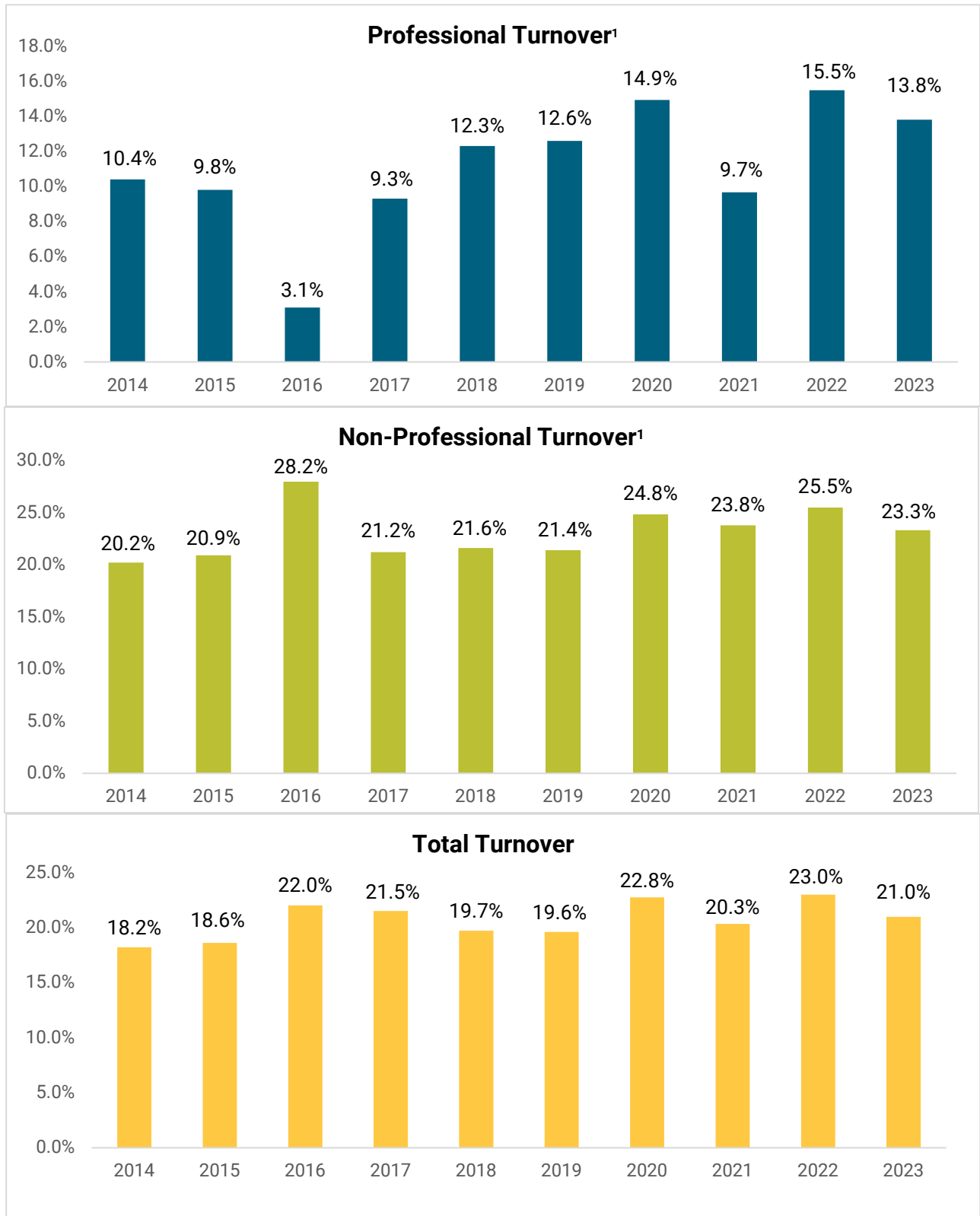
2023		2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Rank	Agency										
1	Library Commission	77	---	69	64	64	---	---	---	65	63
2	Workers Compensation	73	68	---	---	---	63	---	---	---	---
3	Attorney General	69	63	---	---	61	63	---	67	60	65
4	Investment Council	69	---	---	---	---	---	---	---	---	---
5	Legislature	68	67	---	---	68	68	67	---	68	62
6	Agriculture	67	67	66	68	62	63	67	65	64	64
7	Educational Telecommunications	67	69	---	70	---	64	66	68	65	---
8	Administrative Services	66	63	66	63	64	65	67	63	65	63
9	Economic Development	66	71	---	---	---	63	---	66	66	---
10	Game and Parks	66	64	67	65	65	66	66	63	64	65
11	Governor/Policy Research	66	58	---	---	---	---	---	---	---	---
12	Crime Commission	65	68	66	---	---	---	65	---	67	61
13	Environment and Energy	65	64	66	65	64	66	64	64	67	62
14	Fire Marshal	65	---	68	---	---	66	67	63	---	67
15	Motor Vehicles	65	63	64	62	65	62	62	61	61	63
16	Public Service Commission	65	---	---	---	70	69	65	---	64	---
17	Supreme Court	65	64	---	---	63	62	62	---	66	64
18	Corrections	64	63	---	64	63	62	63	62	64	63
19	Health & Human Services	64	64	63	63	63	63	64	64	63	63
20	Public Advocacy Commission	64	---	---	---	---	---	---	---	---	---
21	Revenue	64	64	63	66	66	65	64	68	65	65
22	Transportation	64	64	64	64	64	65	64	63	64	64
23	Veterans Affairs	64	64	65	64	63	64	64	---	64	---
24	History Nebraska	63	66	65	70	67	71	67	65	72	69
25	Labor	63	64	67	65	65	65	65	64	66	64
26	Military	63	64	64	66	63	66	64	62	61	62
27	Education	62	64	---	---	65	64	66	---	64	63
28	Insurance	62	66	68	---	---	65	63	65	62	67
29	Parole Board	59	66	60	63	59	---	65	---	---	73
30	State Patrol	57	57	57	56	57	58	58	54	59	57
---	Aeronautics	---	---	---	---	---	---	---	---	70	---
---	Arts Council	---	---	---	---	---	---	65	---	---	---
---	Banking & Finance	---	65	64	62	68	63	61	63	62	63

Average Age of Retirement by Agency¹

2023		2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Rank	Agency										
---	Blind & Visually Impaired	---	66	---	64	---	67	67	----	----	----
---	Brand Committee	---	---	68	61	---	64	63	63	----	64
---	Deaf & Hard of Hearing Commission	---	---	---	---	---	---	---	----	----	----
---	Educational Lands and Funds	---	63	---	---	---	---	---	----	----	----
---	Electircal Board	---	67	---	---	---	---	---	----	68	----
---	Energy	---	---	---	---	---	66	----	----	----	62
---	Equal Opportunity Commission	---	---	---	---	---	64	----	65	----	----
---	Liquor Control Commission	---	62	---	---	---	---	---	64	----	----
---	MV Industry Licensing Board	---	---	67	---	---	---	---	----	----	73
---	Natural Resources	---	68	64	67	68	---	66	----	67	64
---	Retirement Systems	---	62	66	64	62	---	66	65	65	----
---	Secretary of State	---	---	---	---	66	65	----	----	63	----
---	State Auditor	---	62	---	---	---	---	---	---	---	---
---	State Treasurer	---	---	---	---	---	---	---	66	----	----
	Avg All Other Agencies	68	65	---	---	62	64	64	62	64	64
	State Average	64	64	65	64	63	64	64	64	64	63

¹Averages are not listed for agencies with fewer than 2 retirees.
 Excludes the University of Nebraska, State Colleges, and SOS employees.
Source: Workday report 12-31-2023.

Nebraska State Government Turnover Rates



Includes terminations and transfers between agencies.

¹Professional = Exempt; Non-Professional = Non-exempt from overtime.

Source: Workday report 12-31-2023, including "Regular" (not temporary) employees, all agencies.

Turnover Rates for Classified Job Titles

Showing Classes with > 20 Employees and Turnover > 15%

Rank	Title	Turnover Count	Percent Turnover
1	Hwy Maintenance Worker	54	112.5%
2	Child/Family Services Specialist Trainee	65	65.7%
3	Youth Security Specialist II	68	60.2%
4	Staff Care Technician II (new)	136	56.9%
5	Behavior Technician	17	53.1%
6	Food Service Assistant (new)	25	46.3%
7	Hwy Construction Technician I	10	45.5%
8	Procurement Contracts Officer (new)	9	42.9%
9	Registered Nurse (new)	41	37.6%
10	Social Services Worker	258	36.7%
11	HR Specialist/Generalist Assistant	11	32.4%
12	Parole Officer	13	31.7%
13	Developmental Technician II	14	31.1%
14	Developmental Disabilities Safety & Habilitation Spec.	9	31.0%
15	Revenue Agent	15	29.4%
16	Behavioral Health Practitioner I (new)	7	29.2%
17	UI Adjudicator	9	29.0%
18	Associate Director of Nursing (new)	7	28.0%
19	Hwy Maintenance Worker/Senior	128	27.2%
20	Office Specialist (new)	113	27.1%
21	Revenue Operations Clerk II	7	26.9%
22	Office Technician (new)	40	26.8%
23	Disability Services Specialist	6	26.1%
24	State Patrol Communications Specialist	6	26.1%
25	Accountant II (new)	17	25.4%
26	Motor Vehicle Examiner (new)	25	25.3%
27	Workforce Coordinator	16	24.6%
28	Maintenance Technician (new)	32	24.4%
29	Licensed Practical Nurse (new)	20	24.4%
30	Youth Security Supervisor	8	24.2%
31	Child/Family Services Specialist	106	22.8%
32	Federal Aid Administrator II	7	22.6%
33	Engineer (new)	16	22.2%
34	Administrative Technician (new)	54	21.9%
35	Waiver Services Specialist	6	21.4%
36	Mental Health Security Specialist II	69	21.2%
37	Agriculture Inspection Specialist II	7	21.2%
38	Corrections Corporal	214	21.2%
39	Economic Development Consultant I (new)	5	20.8%
40	Marketing & Communications Specialist III (new)	5	20.8%
41	Mental Health Security Unit Supervisor	5	20.8%
42	Attorney III	17	20.7%

Turnover Rates for Classified Job Titles

Showing Classes with > 20 Employees and Turnover > 15%

Rank	Title	Turnover Count	Percent Turnover
43	Paralegal I	5	20.0%
44	Teacher (SCATA Contract)	11	19.3%
45	Corrections Unit Caseworker	32	18.7%
46	Activity Specialist	8	18.6%
47	DHHS Program Manager I	5	18.5%
48	Airport Fire Fighter	4	18.2%
49	Health Program Manager I	4	18.2%
50	Automotive/Diesel Mechanic	16	17.8%
51	HR Specialist Manager / HR Business Partner II	5	17.2%
52	DD Service Coordination Supervisor	6	17.1%
53	DHHS Program Coordinator	7	17.1%
54	Administrative Nurse (new)	7	16.7%
55	DHHS Service Delivery Administrator I	5	16.7%
56	Food Service Worker (new)	19	16.5%
57	DD Service Coordinator	41	16.1%
58	UI Field Representative	6	15.8%
59	Administrative Programs Officer I (new)	18	15.5%
60	Administrative Programs Officer II (new)	12	15.2%

Counts based on classified job title rather than job code.

Source: Workday report 12-31-2023, including classified, "Regular" employees only who left state employment.

Section I: Miscellaneous Data

Highest Job Classification Counts

Rank	Title	Count of Employees	Percent of Employees
1	Corrections Corporal	996	5.9%
2	Social Services Worker	703	4.2%
3	Hwy Maintenance Worker/Senior	470	2.8%
4	Child/Family Services Specialist	464	2.8%
5	Office Specialist (new)	417	2.5%
6	Mental Health Security Specialist II	316	1.9%
7	Specialized Populations Officer	286	1.7%
8	DD Service Coordinator	254	1.5%
9	Administrative Technician (new)	247	1.5%
10	Staff Care Technician II (new)	239	1.4%
11	State Patrol Trooper	235	1.4%
12	Corrections Unit Caseworker	163	1.0%
13	Maintenance Specialist I (new)	153	0.9%
14	Office Technician (new)	149	0.9%
15	Administrative Specialist (new)	147	0.9%
16	Corrections Sergeant	139	0.8%
17	Maintenance Technician (new)	131	0.8%
18	Hwy Maintenance Crew Chief	124	0.7%
19	Environmental Specialist II (new)	122	0.7%
20	Records Clerk/Cashier	117	0.7%
21	Child and Family Services Specialist Supervisor	116	0.7%
22	Administrative Programs Officer I (new)	116	0.7%
23	Food Service Worker (new)	115	0.7%
24	Youth Security Specialist II	112	0.7%
25	DHHS Program Specialist	112	0.7%
26	Accountant I (new)	111	0.7%
27	IT Applications Developer/Senior	106	0.6%
28	Registered Nurse (new)	104	0.6%
29	IT Business Systems Analyst	102	0.6%
30	Hwy Construction Technician III	101	0.6%
31	Motor Vehicle Examiner (new)	99	0.6%
32	Probation Officer	98	0.6%
33	Hwy Maintenance Supervisor	93	0.6%
34	Automotive/Diesel Mechanic	90	0.5%
35	Corrections Unit Case Manager	90	0.5%
36	Secretary	86	0.5%
37	Discretionary NonClassified	84	0.5%
38	Social Services Lead Worker	83	0.5%
39	Child/Family Services Specialist Trainee	82	0.5%
40	DHHS Resource Developer	82	0.5%
41	Social Services Supervisor	81	0.5%

Highest Job Classification Counts

Rank	Title	Count of Employees	Percent of Employees
42	Attorney III	81	0.5%
43	Administrative Programs Officer II (new)	79	0.5%
44	IT Infrastructure Support Analyst/Senior	76	0.5%
45	Licensed Practical Nurse (new)	75	0.4%
46	Administrative Assistant	73	0.4%
47	Engineer (new)	72	0.4%
48	Probation Officer Assistant	70	0.4%
49	Hwy Construction Technician II	69	0.4%
50	State Patrol Investigation Officer	68	0.4%
51	Accountant II (new)	67	0.4%
52	VR Senior Rehabilitation Specialist	66	0.4%
53	IT Business Systems Analyst/Coordinator	66	0.4%
54	Assistant Attorney General	65	0.4%
55	Environmental Specialist III (new)	62	0.4%
56	Hwy Project Manager	60	0.4%
57	Program Specialist II	59	0.4%
58	Workforce Coordinator	58	0.3%
59	County Judge	58	0.3%
60	Corrections Lieutenant	58	0.3%
61	District Court Judge	58	0.3%
62	Program Accuracy Specialist	58	0.3%
63	Teacher (SCATA Contract)	55	0.3%
64	Director	55	0.3%
65	Court Reporter I	54	0.3%
66	Professional Engineer II (new)	54	0.3%
67	IT Supervisor	53	0.3%
68	Food Service Assistant (new)	52	0.3%
69	G&P Fish & Wildlife Biologist II	51	0.3%
70	Revenue Agent	51	0.3%
71	State Senator	49	0.3%
72	Hwy Maintenance Worker	48	0.3%
73	Program Associate III	48	0.3%
74	IT Applications Developer	48	0.3%
75	VR Senior Service Specialist	47	0.3%
---	All other classification titles (1,079 classes)	6,775	40.4%
State Total (1,154 classes)		16,773	100%

Counts based on classification title (not job code).

Source: Workday report 12-31-2023, including "Regular" employees only.

Average Service Years by Agency

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
1	Indian Affairs Commission	25.5	5.9	16.0	15.0	14.3	20.5	13.7	12.7	9.4	8.6
2	Accountability & Disclosure	22.3	23.3	21.3	20.3	19.3	19.3	20.1	19.1	18.7	17.7
3	Postsecondary Education	20.4	19.4	19.6	20.8	22.1	17.9	13.7	15.8	14.3	13.3
4	Power Review Board	20.3	10.8	18.3	17.3	16.3	15.3	18.9	13.3	12.9	11.9
5	Library Commission	19.9	20.0	18.5	18.1	18.5	18.7	18.6	17.9	17.8	18.2
6	Dry Bean Commission	19.0	18.0	17.0	16.0	15.0	14.0	13.0	12.0	11.5	10.5
7	Industrial Relations Commission	18.0	10.9	16.0	15.0	14.0	13.0	10.7	9.7	9.2	8.9
8	Public Accountancy Board	17.7	6.3	15.7	14.7	13.7	12.7	14.3	10.7	16.3	15.3
9	Real Estate Commission	16.9	10.1	14.7	14.5	15.0	14.6	18.3	5.0	11.1	11.3
10	Educational Lands and Funds	15.1	12.8	19.2	21.2	21.2	20.2	21.0	21.7	22.3	24.5
11	State Treasurer	14.9	14.4	13.3	12.5	11.6	10.9	9.7	9.0	9.0	9.1
12	Tax Equalization & Review Comm.	14.9	13.9	15.1	14.8	13.8	12.8	15.5	9.4	10.9	9.8
13	Workers Compensation Court	13.7	14.1	14.0	13.6	14.0	14.5	14.1	14.3	16.3	15.7
14	Educational Telecommunications	13.0	13.3	13.5	13.6	13.8	13.2	14.4	14.4	15.9	15.0
15	Wheat Board	13.0	12.0	12.5	11.5	21.3	23.0	22.0	8.0	7.5	10.0
16	Revenue	12.9	13.5	14.0	14.4	14.6	15.4	13.9	16.3	17.0	17.7
17	Administrative Services	12.9	10.6	14.0	14.7	14.9	14.6	15.2	15.2	15.9	17.0
18	Transportation	12.4	12.9	13.6	14.2	14.5	15.1	16.2	15.5	15.9	16.5
19	State Patrol	12.3	12.5	12.8	12.8	13.1	13.5	10.2	14.3	14.7	14.3
20	Natural Resources	12.3	11.7	13.5	13.9	14.3	13.7	14.3	14.3	15.3	15.2
21	Game and Parks	12.2	8.2	13.7	14.1	14.3	15.8	16.5	17.3	18.1	18.0
22	Foster Care Review Office	11.6	11.9	11.5	11.3	10.9	10.7	9.0	8.5	8.7	9.3
23	Barber Examiners Board	11.5	5.2	9.5	8.5	7.5	6.5	5.5	4.5	4.1	3.1
24	Environment and Energy	11.4	12.1	12.6	14.0	14.5	14.5	15.1	14.4	15.1	15.6
25	Public Advocacy Commission	11.3	18.0	15.9	17.4	16.4	15.4	11.7	13.4	12.9	14.3
26	Investment Council	11.3	12.1	10.0	10.2	13.1	12.1	10.6	9.6	9.0	8.4
27	Blind & Visually Impaired Comm.	11.2	11.6	14.4	15.1	17.3	15.4	15.6	16.3	17.3	16.8
28	Fire Marshal	11.2	12.1	11.8	12.3	12.0	12.6	13.6	13.6	13.9	13.6
29	Public Service Commission	11.0	11.1	11.3	12.5	12.7	13.3	14.4	15.0	16.8	17.7
30	Retirement Systems	10.5	10.1	11.1	12.3	12.9	12.9	12.5	14.0	14.4	13.8
31	Education	10.4	10.0	11.5	12.0	12.4	12.5	12.6	13.1	13.5	14.1
32	Crime Commission	10.2	10.4	11.1	10.0	9.2	8.6	9.5	10.8	11.3	11.6
33	Insurance	9.5	9.7	11.0	12.2	11.7	11.2	11.4	11.6	11.9	11.9
34	Agriculture	9.5	11.2	12.9	13.3	13.2	13.8	13.9	14.3	15.7	16.2
35	Nebraska Tourism Commission	9.5	8.5	8.2	7.2	6.2	6.0	9.8	8.4	5.8	9.2
36	Banking & Finance	9.4	9.4	11.0	11.6	11.4	11.7	13.2	14.1	16.9	17.3
37	Equal Opportunity Commission	9.3	9.1	10.2	9.1	10.3	12.0	13.8	13.3	15.5	14.5
38	Electrical Board	9.3	9.3	11.0	11.6	12.3	11.7	11.4	10.9	12.5	13.4
39	Supreme Court	9.3	9.2	9.6	9.3	9.5	9.5	10.6	9.7	10.6	10.6
40	Attorney General	9.1	9.3	10.7	10.6	10.5	10.3	10.3	9.6	9.6	10.1
41	Secretary of State	9.1	8.9	8.7	9.6	8.2	9.9	9.1	9.1	9.7	9.5
42	Military	9.1	8.0	9.3	9.8	10.3	11.0	11.2	11.9	12.6	11.1
43	Motor Vehicles	9.1	9.4	9.5	9.8	10.6	11.4	12.2	12.8	14.2	15.9
44	Real Property Appraiser Board	9.0	6.0	8.7	7.7	6.7	5.7	6.0	11.5	2.9	2.5
45	Oil and Gas Conservation Comm.	8.7	9.0	11.9	12.4	11.4	13.4	12.4	11.4	17.3	20.3

Average Service Years by Agency

2023

Rank	Agency	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
46	Labor	8.6	8.6	9.1	8.9	9.7	9.9	9.9	11.1	11.8	12.8
47	State Auditor	8.6	7.0	8.9	8.2	8.5	7.5	8.6	8.8	8.8	9.1
48	Parole Board	8.5	9.9	10.5	10.4	13.2	14.2	14.8	15.2	17.3	25.9
49	MV Industry Licensing Board	8.4	8.5	11.3	13.0	12.0	11.0	12.1	11.0	10.4	11.0
50	Legislature	8.2	9.0	9.9	10.9	10.7	11.5	11.0	11.6	11.5	12.8
51	History Nebraska	8.2	9.2	12.0	12.8	13.2	14.5	15.5	15.9	16.7	17.2
52	Health & Human Services	8.2	8.4	9.2	9.3	9.8	10.6	10.8	10.9	11.2	11.5
53	Governor/Policy Research	8.1	7.4	10.1	8.7	7.3	8.4	6.2	6.9	6.9	8.9
54	Corrections	7.9	7.5	8.8	8.2	8.2	8.3	8.3	8.5	9.0	9.3
55	Liquor Control	7.5	11.0	10.6	10.5	9.8	8.9	8.5	11.8	13.3	16.2
56	Corn Board	7.3	5.0	10.2	9.2	7.0	8.0	11.7	10.0	11.2	11.1
57	Deaf & Hard of Hearing Comm.	7.2	5.8	5.4	4.1	4.9	4.4	4.9	5.2	7.2	7.3
58	Brand Committee	6.9	8.7	6.1	7.3	8.6	9.5	12.5	12.4	12.8	14.5
59	Engineers and Architects Board	6.7	4.1	4.4	3.6	7.6	6.7	5.7	4.6	5.4	10.2
60	Racing & Gaming Commission	6.4	5.8	18.7	17.7	16.7	19.3	16.2	17.3	16.7	15.7
61	Veterans Affairs	6.3	6.1	7.6	7.6	7.2	7.8	9.3	12.5	14.1	13.1
62	Arts Council	6.3	9.4	10.3	8.6	7.6	7.4	7.9	10.0	9.5	12.5
63	Economic Development	6.1	7.4	9.0	10.0	10.7	9.9	10.4	11.9	12.1	11.9
64	Latino-American Commission	6.0	4.6	13.0	9.0	11.0	6.7	9.0	7.0	6.5	5.5
65	Abstracters Board of Examiners	5.0	1.8	3.0	2.0	1.0	0.0	0.0	18.0	17.1	16.1
66	Ethanol Board	3.3	6.7	3.5	3.3	2.3	2.0	11.8	20.5	20.7	19.7
67	Lieutenant Governor	2.0	23.5	22.5	21.5	20.5	19.5	18.5	5.5	5.2	8.0
68	African American Affairs Comm.	1.0	0.0								
69	Grain Sorghum Board	0.0	1.5	2.0	1.0	0.0	0.0	41.0	40.0	39.7	38.7
---	Hemp Commission	---	---	---	---	---	---	---	---	---	---
---	Energy	---	---	---	---	---	20.3	19.0	17.4	18.0	19.2
---	Aeronautics	---	---	---	---	---	---	---	17.7	17.8	18.4
State Average		9.5	9.9	10.7	10.7	11.5	11.4	12.5	12.5	12.5	12.8
% Change from Previous Year		-4%	-7%	-0%	-7%	+0%	-9%	+0%	-0%	-2%	-2%

Excludes the University of Nebraska, State Colleges, and SOS employees.

Source: Workday report 12-31-2023, including "Regular" employees only.

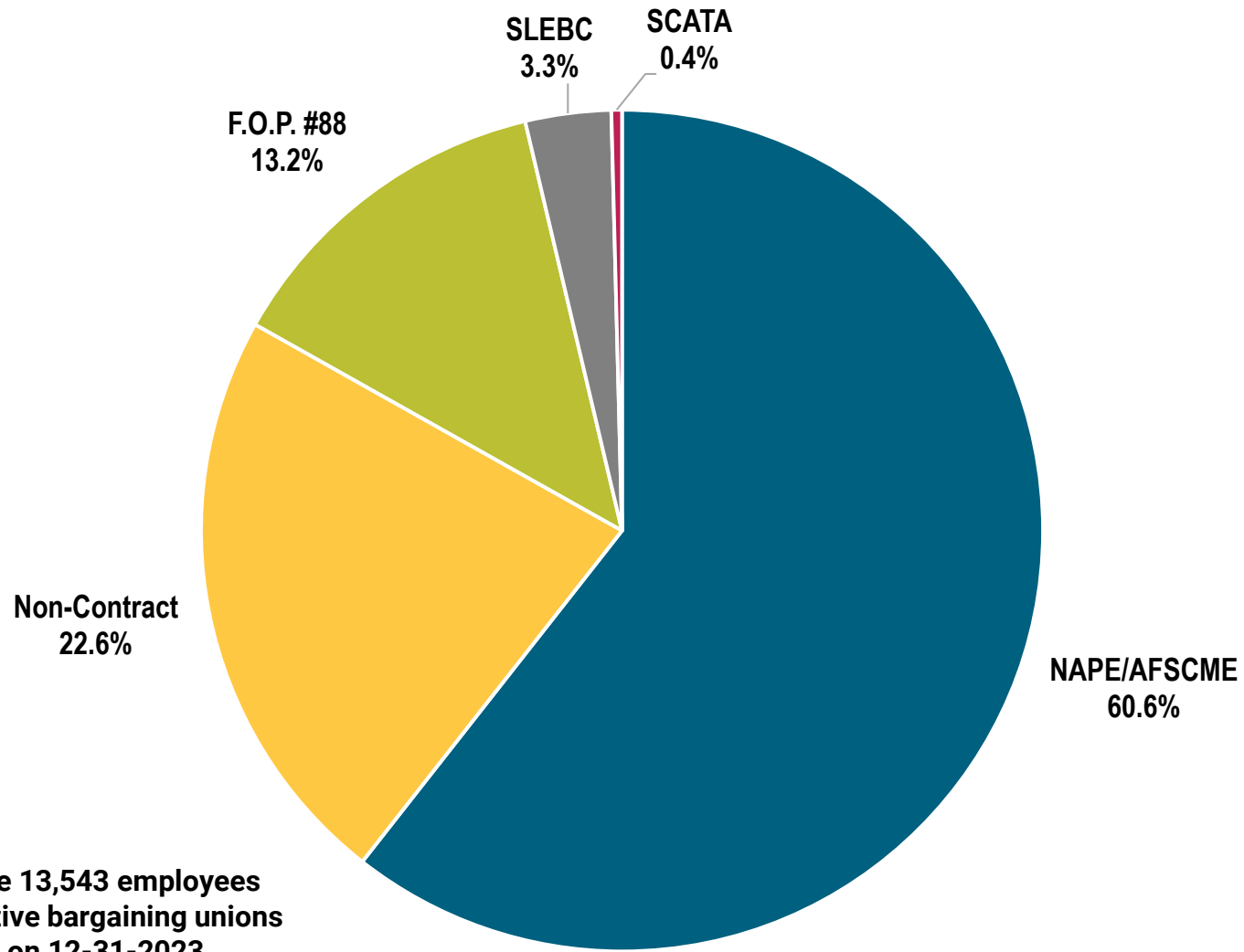
Bargaining Unit Status Within Nebraska State Government

Unit	12/23	12/22	12/21	12/20	12/19	12/18	12/17	12/16	12/15	12/14
NAPE/AFSCME (Nebraska Association of Public Employees)										
Administrative Professional (A)	1,528	1,464	1,434	1,334	1,299	1,249	1,248	1,270	1,290	1,262
Administrative Support (S)	897	856	905	1,047	1,092	1,100	1,133	1,227	1,280	1,289
Engineering, Science and Resources (E)	457	432	464	446	430	422	406	416	414	406
Examining, Inspection and Licensing (X)	465	450	452	487	484	475	464	474	487	474
Health and Human Care Non Professional (I)	415	393	297	417	487	523	506	594	647	672
Health and Human Care Professional (H)	407	415	394	403	399	382	408	410	442	452
Maintenance, Trades and Technical (M)	1,723	1,676	1,710	1,775	1,815	1,794	1,818	1,914	1,960	1,959
Protective Service (P) ¹	--	--	--	--	---	---	1,588	1,586	1,666	1,667
Social Services and Counseling (C)	2,313	2,187	2,112	2,201	2,135	2,052	2,073	1,987	2,061	2,036
NAPE/AFSCME TOTAL	8,205	7,873	7,768	8,110	8,141	7,997	9,644	9,878	10,247	10,217
F.O.P #88 (Fraternal Order of Police, Nebraska Protective Service, Lodge 88)¹										
Protective Service (P)	1,781	1,809	1,342	1,585	1,620	1,598	---	---	---	---
SCATA (State Code Agencies Teachers Association)										
Teachers (T)	55	57	56	57	61	61	64	63	65	64
SLEBC (State Law Enforcement Bargaining Council)										
Law Enforcement (L)	446	459	473	475	468	468	476	488	489	469
TOTAL IN BARGAINING UNITS	10,487	10,198	9,639	10,227	10,290	10,124	10,184	10,429	10,801	10,750
Non-Contract Employees (Classified Agencies only)										
Management, Supervisor, Confidential (G, V, K)	3,056	3,033	2,924	2,979	2,915	2,847	2,833	2,857	2,855	2,889
GRAND TOTAL	13,543	13,231	12,563	13,206	13,205	12,971	13,017	13,286	13,656	13,639

¹F.O.P #88 (Fraternal Order of Police, Nebraska Protective Service, Lodge 88) became the exclusive representative for the Protective Service Bargaining Unit, 7/1/18.

Source: Workday report 12-31-2023.

Employee Bargaining Unit Status

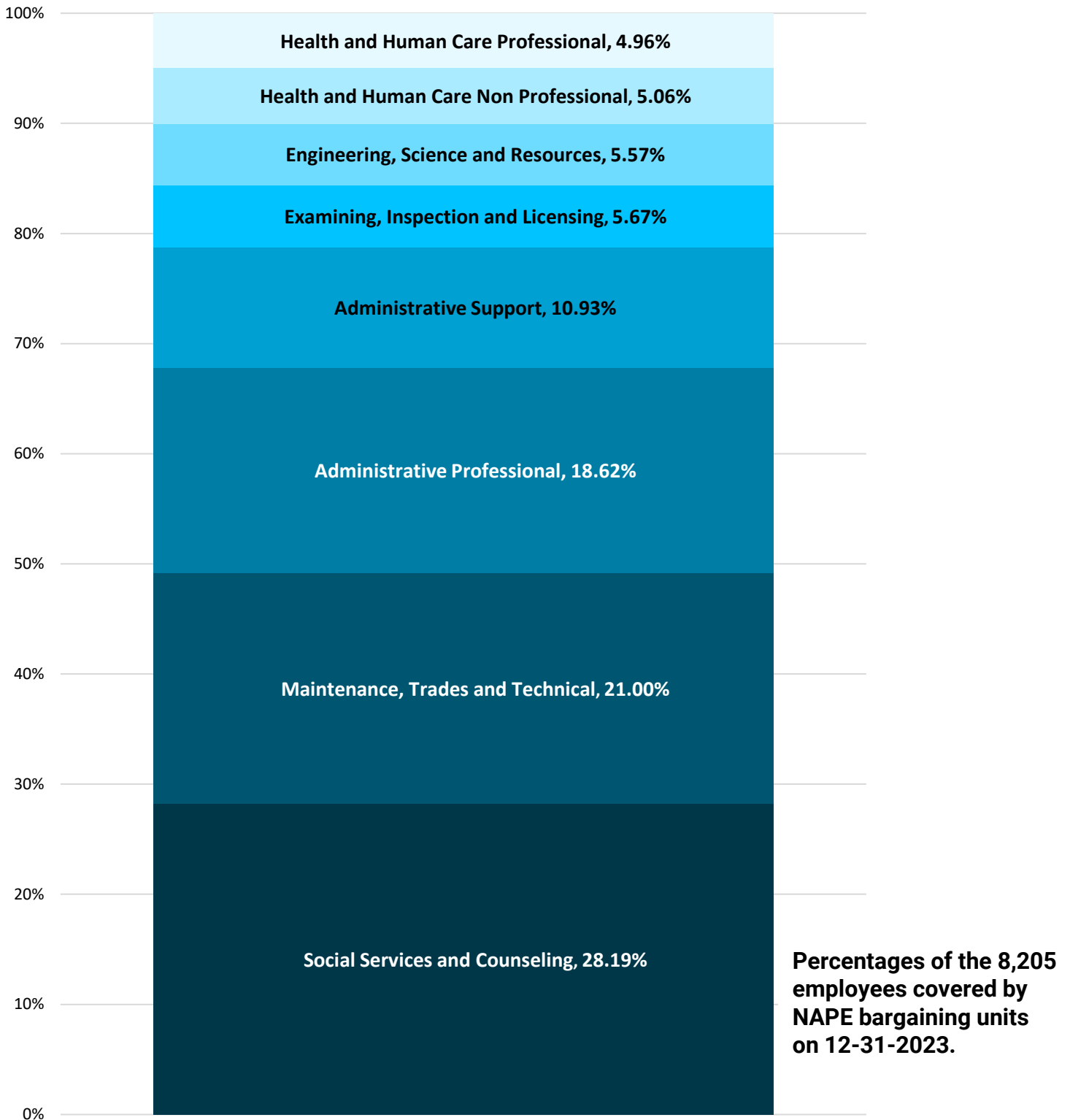


Percentages of the 13,543 employees covered by collective bargaining unions or personnel rules on 12-31-2023.

All State agencies, excluding the University of Nebraska and State College systems.

Source: Workday report 12-31-2023.

NAPE Bargaining Units

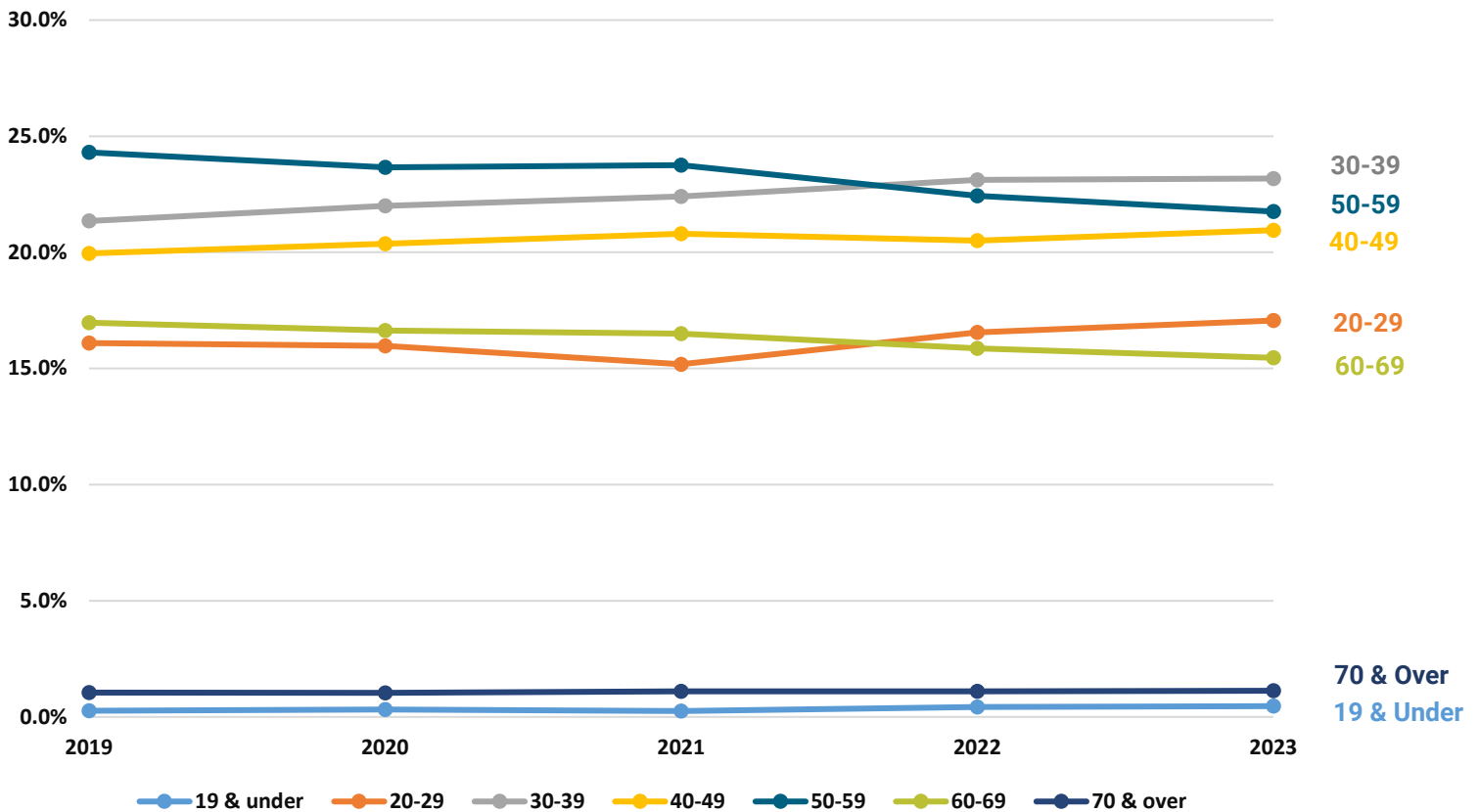


All State agencies, excluding the University of Nebraska and State College systems.
Source: Workday report 12-31-2023.

Employee Age Breakdown

Age Group	Number of Employees	Percentage
19 & under	63	0.5%
20 - 24	804	5.9%
25 - 29	1,513	11.1%
30 - 34	1,576	11.6%
35 - 39	1,571	11.6%
40 - 44	1,455	10.7%
45 - 49	1,390	10.2%
50 - 54	1,450	10.7%
55 - 59	1,504	11.1%
60 - 64	1,477	10.9%
65 - 69	622	4.6%
70 & over	153	1.1%
All Ages	13,578	100.0%

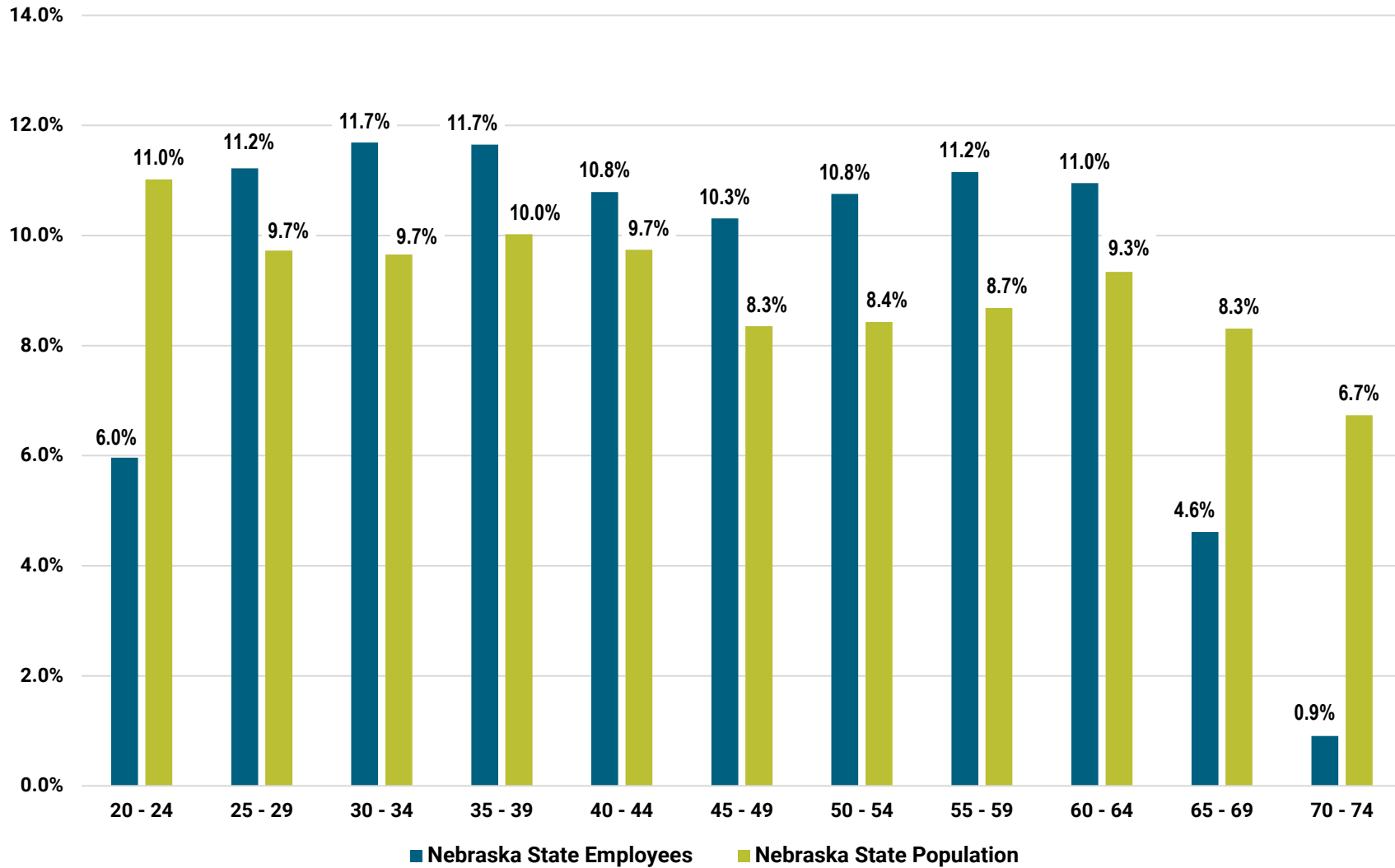
Percent of Employees by Age Category, Last Five Years¹



¹Excludes non-classified and temporary employees.

Source: Workday report 12-31-2023, including "Regular" employees only.

Age Distribution of State Employees¹ Compared to Nebraska State Population



¹Excludes non-classified and temporary employees.

Source: Workday report 12/31/23 ("Regular" employees) and U.S. Census Bureau, Annual Estimates 07/01/2022.

Employee Age Groups by Agency

Showing Agencies with > 10 Employees

Agency	<= 19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Health & Human Service	3	303	581	584	586	546	501	476	480	445	258
Corrections	19	177	303	360	312	226	222	228	179	153	65
Transportation	9	79	149	146	200	186	187	228	282	327	137
Supreme Court	1	86	137	168	210	192	184	198	154	157	107
Veterans Affairs	28	72	72	56	64	67	72	75	95	88	48
State Patrol	2	42	92	98	76	77	113	88	56	29	12
Administrative Services	0	19	47	45	55	70	54	72	101	93	55
Education	0	9	22	41	59	92	70	64	69	69	42
Game and Parks	0	16	49	76	40	55	39	54	45	56	31
Revenue	0	15	28	31	35	36	38	36	65	55	31
Labor	1	6	23	29	35	32	35	39	34	33	19
Legislature	1	24	24	24	34	24	27	25	22	37	41
Environmental Quality	0	11	36	28	28	31	18	21	29	32	18
Motor Vehicles	1	7	12	12	28	23	20	30	24	32	10
Military	0	8	15	21	16	13	15	17	28	21	19
Agriculture	0	8	16	14	14	20	8	12	17	20	11
Attorney General	0	3	10	17	17	10	4	17	12	15	11
Economic Development	0	5	14	15	19	18	12	7	8	9	6
Natural Resources	0	6	17	9	17	12	13	11	8	13	6
Insurance	0	10	8	8	8	11	9	9	10	14	4
Parole Board	0	7	8	9	5	10	11	11	7	4	5
Fire Marshal	0	0	7	3	7	5	7	8	8	15	6
History Nebraska	0	3	11	12	7	2	5	8	7	9	1
Banking & Finance	0	7	9	10	5	11	4	6	1	4	5
Public Service Commission	0	0	3	7	6	6	8	2	6	13	6
Brand Committee	0	7	7	2	7	7	7	8	4	1	6
Retirement Systems	0	1	8	5	6	3	7	6	8	11	1
Educational Telecommunications	0	2	2	1	1	7	4	1	11	9	10
State Auditor	0	10	10	8	5	6	2	2	0	3	1
Secretary of State	0	2	8	4	8	3	4	2	8	3	2
Workers Compensation Court	0	2	4	4	3	1	7	7	5	9	2
Crime Commission	0	0	0	1	6	9	5	8	4	5	5

Employee Age Groups by Agency

Showing Agencies with > 10 Employees

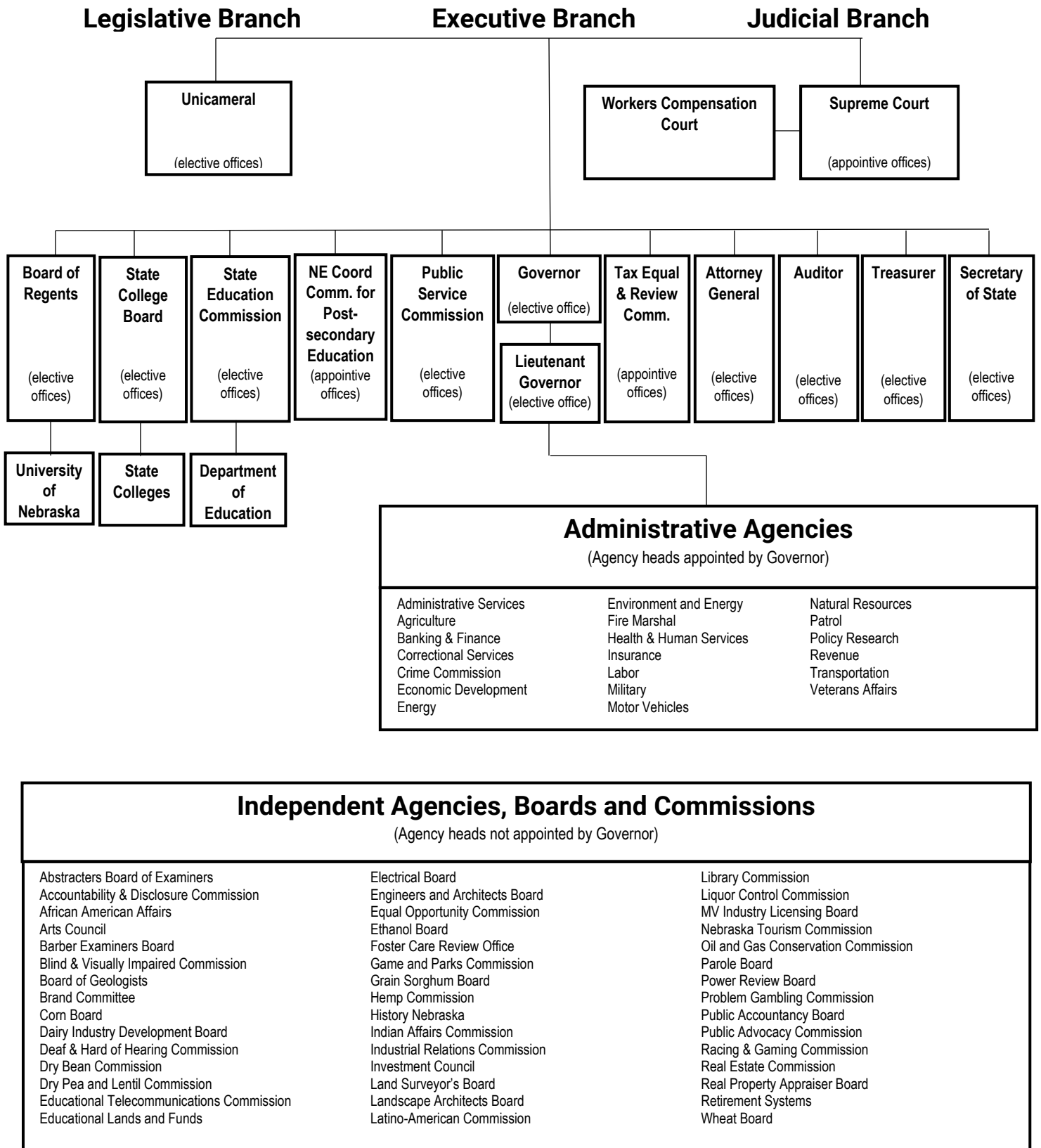
Agency	<= 19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Blind & Visually Impaired Commissic	0	2	3	4	2	5	6	6	3	6	1
Library Commission	0	1	3	0	3	5	0	5	5	6	10
State Treasurer	0	1	0	1	7	4	7	6	3	7	1
Foster Care Review Office	0	0	3	1	3	4	6	4	4	4	1
Equal Opportunity Commission	0	1	1	8	5	1	2	2	3	2	1
Racing & Gaming Commission	0	1	3	1	3	3	3	8	2	0	1
Educational Lands and Funds	0	0	0	2	2	4	2	4	5	1	2
Electrical Board	0	0	1	0	2	1	1	2	7	2	4
Liquor Control	0	2	1	1	3	1	4	0	6	0	2
Governor/Policy Research	0	1	1	2	2	0	2	2	2	0	4
Deaf & Hard of Hearing Commission	0	1	1	2	1	1	0	1	2	3	0
Arts Council	0	0	0	3	1	0	3	1	0	3	0
Nebraska Tourism Commission	0	0	2	2	1	0	2	1	0	1	2
Oil and Gas Conservation Commissi	0	0	1	0	1	1	1	2	2	1	2
All Agencies with < = 10 Employees	0	4	6	3	10	8	8	13	11	15	16
State Total	65	961	1,758	1,878	1,965	1,849	1,759	1,833	1,842	1,835	1,028

Includes data from all state agencies except the University of Nebraska and the State Colleges.

Agencies are ordered by count of total employees.

Source: Workday report 12-31-2023, including "Regular" employees only.

Nebraska State Government Organization Chart



Source: State of Nebraska Directory 1/19/2024

STATE OF NEBRASKA

2024 Personnel Almanac

Fortieth Edition

For questions on this material, please contact:

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Current and past Personnel Almanacs are available online:

<http://govdocs.nebraska.gov/epubs/P2000/B004.html>

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