

Our benefits are
all about

you!

Benefits for State of
Nebraska employees



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information on
State of Nebraska
benefit options

PERMANENT BENEFITS

Insurance:

- Health
- Dental
- Vision
- Pharmacy Rx
- Mail Order Rx (three-month supply) and Specialty Pharmacy Program
- Short and long-term* disability
- Life and AD&D insurance

Health:

- Virtual Care/Free Nurse Line 24/7
- No cost sharing for birth of a child on the regular plan (in network)
- Employee Assistance Program (not all agencies participate)

Savings Plans:

- Retirement/investment plan; deferred compensation plan
- Early retirement insurance program (55 and older)
- Health Savings Account
- Flexible Savings Accounts
- Nebraska State Employees Credit Union

Education Opportunities:

- Tuition reimbursement to dependents of eligible employees attending the State's community colleges
- Tuition assistance
- LinkedIn Learning Access to 10,000+ on-demand courses

Paid Leave:

- Paid holidays - 13 paid holidays per year
- Vacation (12 days)*, sick (12 days)*, civil, and injury leave
- Military training or emergency duty leave
- Paid mentoring leave through approved organization
- Maternity leave as applicable

Additional:

- Employee discount program

Coverage is effective the first of the month following 30 days of employment.

**Certain classifications are exempt per collective bargaining.*

NEBRASKA

Good Life. Great Service.

HEALTH INSURANCE

The State offers several plans with varying coverage and deductibles, co-pays, and coinsurance. For each plan, the State pays 79% of premiums. Each plan should be reviewed carefully to find one best suited for your particular situation.

Eligible dependent types:

- Legal spouse as result of a valid marriage recognized by the State of Nebraska
- Dependents up to age 26 including
 - Natural child
 - Step child (if enrolled in family coverage)
 - Legally adopted child
 - Child placed with you for adoption
 - Child or grandchild for whom you have legal custody, legal guardianship, or court-ordered custody
- Child over age 26 if disabled and dependent upon you for support
 - Child must be covered on the State health plan upon attaining age 26
 - Child must be disabled prior to age 26

STATE RETIREMENT PLANS

Individuals hired for permanent status begin mandatory participation in their respective retirement plan from start of employment. Those hired on a permanent, part-time basis who are 18 or older may choose to begin immediate participation in the plan.

Permanent employees contribute 4.8% of compensation to their retirement plan. The State match is 156% of that contribution. This is in addition to and supplements benefits received from Social Security.

A deferred compensation plan is also available. The plan is voluntary. The deferred income is invested at the discretion of the participant in a fixed, stock, bond, money market or other available investment.

LIFE INSURANCE

The State of Nebraska offers a \$20,000 term-life insurance policy at no cost to all permanent, full-time employees. Permanent employees may elect to purchase additional life insurance coverage for themselves and their dependents.

HEALTH SAVINGS ACCOUNTS

Employees enrolled in the Consumer-Focused Health Plan have the option of opening a Health Savings Account through a pre-tax payroll deduction to help pay for out-of-pocket cost (deductibles and copays) or help save for the future.

FLEXIBLE SPENDING ACCOUNTS

Two types of Flexible Spending Accounts (FSAs) allow permanent employees to pay for certain out-of-pocket expenses with pre-tax dollars:

- Medical Care FSA: for certain out-of-pocket health care expenses that are not covered, or only partially covered by their health plan.
- Dependent Care FSA: for daycare expenses for eligible dependents. Temporary workers who are placed in a six-month assignment or longer are eligible to participate.

TUITION ASSISTANCE

At the agency director's discretion, permanent employees enrolled in courses of instruction related to their work or future advancement may be eligible for up to 100% reimbursement of tuition costs. This program is designed to enable employees to receive additional education to enhance job performance.

VETERAN RESOURCES

We offer a comprehensive set of programs designed to support veterans, service members, and military families in building meaningful careers with the State of Nebraska, including:

- Hiring preferences for eligible veterans and spouses of service members.
- Up to 440 hours of paid military leave each calendar year for eligible public servants.
- Personalized career support through the Veteran and Military Career Network, connecting veterans and service members with state job opportunities.
- Partnerships with the DoD SkillBridge and Army PaYS Programs, offering service members internships and direct pathways to civilian careers as they transition out of military service.
- Career services for military spouses through the Military Spouse Transition Program, including resume development, skills exploration, and networking assistance.

TEMPORARY EMPLOYEE BENEFITS

- Benefits include:
 - Health*
 - Dental*
 - Short-term disability
 - Long-term disability*
 - Employee discount program
 - Dependent Care Flexible Spending Account*
 - Civil and Injury leave
 - Military training or emergency duty leave
 - Deferred compensation plan

**Eligibility may vary*

