

LEGISLATURE OF NEBRASKA
ONE HUNDRED SIXTH LEGISLATURE
FIRST SESSION

LEGISLATIVE BILL 511

Introduced by Brewer, 43; Bostelman, 23; Gragert, 40; Halloran, 33;
Linehan, 39; Murman, 38.

Read first time January 22, 2019

Committee: Government, Military and Veterans Affairs

- 1 A BILL FOR AN ACT relating to state employees; to authorize adjustments
- 2 to work schedules for participation in approved youth mentoring
- 3 programs as prescribed.
- 4 Be it enacted by the people of the State of Nebraska,

1 Section 1. (1) An agency head, or other management personnel
2 designated by the agency head, may adjust the work schedule of a state
3 employee by up to one hour per week to permit such state employee to
4 participate in an approved youth mentoring program. Any request for an
5 adjusted work schedule for participation in an approved youth mentoring
6 program shall be submitted and approved in accordance with applicable
7 agency procedures, including approval by the supervisor of such state
8 employee. Nothing in this section shall be construed to authorize paid
9 leave for any state employee.

10 (2) For purposes of this section, state employee means any employee
11 of the state or of any state agency, including all administrative,
12 professional, academic, and other personnel of the University of
13 Nebraska, the state colleges, and the State Department of Education, but
14 excluding any employee or officer of the state whose salary is set by the
15 Constitution of Nebraska or by statute. An employee of any local
16 government or entity, including any entity created pursuant to the
17 Interlocal Cooperation Act or the Joint Public Agency Act, shall not be
18 considered a state employee for purposes of this section.

19 (3) The Director of Personnel shall develop a process and criteria
20 for approving youth mentoring programs for purposes of this section based
21 on nationally recognized standards for quality youth mentoring programs
22 that address elements of effective practice for mentoring to include, but
23 not be limited to:

24 (a) Recruiting prospective mentors and mentees;

25 (b) Screening prospective mentors and mentees;

26 (c) Training prospective mentors, prospective mentees, and the
27 parents or guardians of prospective mentees;

28 (d) Matching mentors with mentees and initiating formal mentoring
29 relationships;

30 (e) Monitoring and supporting mentoring relationships; and

31 (f) Bringing mentoring relationships to closure.

1 Screening criteria for approved youth mentoring programs shall
2 include criminal background checks on prospective adult mentors,
3 including, but not limited to, searches of the central registry
4 maintained by the sex offender registration and community notification
5 division of the Nebraska State Patrol pursuant to section 29-4004 and the
6 central registry of child protection cases maintained by the Department
7 of Health and Human Services pursuant to section 28-718. The director
8 shall maintain a list or use an existing publicly accessible data base of
9 approved youth mentoring programs. Each state agency is responsible for
10 verifying that the youth mentoring program for which a state employee is
11 requesting an adjusted work schedule is on the list of approved youth
12 mentoring programs.

13 (4) An agency may deny a request to adjust a work schedule pursuant
14 to this section if:

15 (a) The activity for which the adjustment is requested is not part
16 of an approved youth mentoring program;

17 (b) The request was not submitted in accordance with agency
18 procedures;

19 (c) The most recent performance review for the state employee making
20 the request is unsatisfactory;

21 (d) After considering reasonably alternatives and options, it is
22 determined that the absence of the employee will unreasonably interfere
23 with agency operations or services; or

24 (e) For any other reason the agency deems that the absence of the
25 state employee would not be in the best interests of the agency.

26 (5) The director shall adopt and promulgate such rules and
27 regulations as necessary to administer this section.