

Schedule 45-5

DEPARTMENT OF LABOR

HUMAN RESOURCES DIVISION

November 29, 2016

Nebraska Records Management Division
3242 Salt Creek Circle
Lincoln, NE 68504
(402) 471-2559

**REQUEST FOR APPROVAL
OF RECORDS RETENTION
AND DISPOSITION SCHEDULE**

SCHEDULE

45-5

AGENCY, BOARD OR COMMISSION

DEPARTMENT OF LABOR

DIVISION, BUREAU OR OTHER UNIT

HUMAN RESOURCES DIVISION

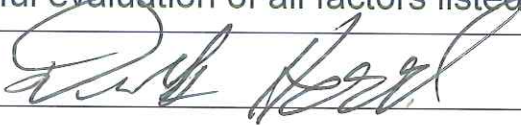
Supersedes Edition of March 6, 1999 (Formerly
known as Personnel/Training Division)

**TO: STATE RECORDS ADMINISTRATOR
STATE OF NEBRASKA**

PART I – AGENCY STATEMENT:

In accordance with Section 84-1212.01, R.R.S. 1943, approval of the attached records retention and disposition schedule by the State Records Administrator is hereby requested. Retention periods and dispositions have been recommended by this agency after a careful evaluation of all factors listed in Section 84-1212.01, R.R.S. 1943.

SIGNATURE



TITLE

DATE

11-21-16

PART II – APPROVAL OF STATE ARCHIVES:

The attached schedule has been analyzed, all archival and historical material has been properly identified, no disposition except by transfer to the State Archives has been recommended for such material, and this schedule is approved as submitted.

SIGNATURE



DATE

11/28/2016

PART III – APPROVAL OF AUDITOR OF PUBLIC ACCOUNTS:

The attached schedule has been reviewed, all audit material has been properly identified, and this schedule is approved as submitted.

SIGNATURE



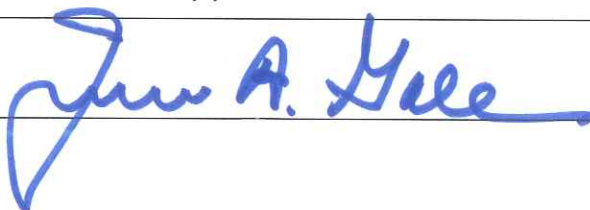
DATE

11/29/16

PART IV – APPROVAL OF STATE RECORDS ADMINISTRATOR:

The attached schedule has been reviewed in accordance with Section 84-1212.01, R.R.S. 1943, and is approved as submitted.

SIGNATURE



DATE

11/29/16

INSTRUCTIONS FOR USING THIS SCHEDULE

Records retention and disposition schedules are designed to serve as your records management guideline for storing and disposing of agency records, **regardless of the media on which they reside**, including paper, microfilm, diskettes, optical disks, CDs, DVDs, servers, computer hard drives, etc. This schedule was written specifically for records unique to your office and the State Agencies General Records Schedule #124 contains those records common to most state government agencies. This retention schedule, which is approved by the State Records Administrator, provides your only ongoing authority to dispose of records. Listed below are some basic procedures to follow when applying your schedule.

DISPOSING OF RECORDS

1. Check your schedules to see what the retention period is. Note: Your agency's unique schedule will take precedence over State Agencies General Records Schedule #124 for any items which have differences in retention requirements.
2. Dispose of records that have met their retention periods. Unless there is pending or on going, legal action, records request, or audit.
3. For records requiring a review of, or transfer to the **NE State Historical Society (State Archives)**, your agency is required to contact the State Archives to negotiate the transfer. Additionally, **once the records are accessioned into their collection, they become the property of the State Archives** (Neb. Rev. Stat. §82-105). The State Archives may remove selected records in accordance with standard archival practices to ensure efficient access, organization and enduring historical value (Neb. Rev. Stat. §82-107). Please contact their office by calling (402) 471-4783.
4. Complete a Records Disposition Report for the records you dispose. The Records Disposition Report form is located on the Secretary of State Records Management website. https://appengine.egov.com/apps/ne/sos_records_disposition_report. This report establishes that the destruction was performed in your normal course of business.

NON-SCHEDULED RECORDS

Contact a Records Management Specialist in Records Management to see whether the records will fit under an item already on the schedule. If they do not, they must be retained until they are added to the next revision of your schedule.

SCHEDULE UPDATE

It is the responsibility of each agency to periodically update their schedule. A Records Management Specialist in Records Management can assist you with the schedule update, which may involve adding new records series and making revisions to existing items. Keeping your schedule current will ensure you have the ongoing authority to discard records when their useful life has ended.

QUESTIONS

If you have any questions about these procedures, please contact your agency Records Officer or the Records Management Specialist in Records Management. They will help you with any questions the schedule may present, including: transferring records to the State Records Center or microfilming records, scanning records, etc.

**Records Management Division
3242 Salt Creek Circle
Lincoln, NE 68504
402-471-2559**

**SCHEDULE 45-5
LABOR
HUMAN RESOURCES
November 29, 2016**

Retention requirements are for all records, regardless of the media on which they reside, unless otherwise noted.

Supersedes Edition of March 6, 1999 (Formerly Personnel/Training Division)

ITEM NUMBER	RECORD TITLE	DESCRIPTION/EXAMPLES	RETENTION	REFERENCE/COMMENTS
45-5-1	COVERAGE RECORD- DEPARTMENT OF LABOR, DIVISION OF EMPLOYMENT	Annual printout of participants in the retirement plan administered by the Principal Financial Group. Includes name of employee, date of birth, date of employment, benefit earnings, pension benefits, employee contributions, normal retirement date, etc.	Dispose of after all participants have left the plan.	
45-5-2	EMPLOYMENT HISTORY FILES	History files of employees as outlined in Schedule #124.	Transfer to the State Records Center 2 years after termination of employment; dispose of 10 years after termination of employment.	
45-5-3	LEAVE BALANCE REPORT (accrual and used)	A listing sorted by employee last name (alpha order) indicating leave earned and taken for the current year.	Dispose of after 2 years provided audit has been completed.	<i>These records may be disposed of after the required retention period provided the audit of the Comprehensive Annual Financial Report (CAFR) is complete and any required federal audit is complete, and all related audit comments have been resolved. Check with the organization that performed the audit, either the Auditor of Public Accounts or the federal cognizant agency, if there is a question whether resolution is complete.</i>
45-5-4	RECRUITMENT FILES	Selection and recruitment records of employees.	Dispose after 5 years.	
45-5-16	AGENCY TRAINING RECORDS			Obsolete 2008
45-5-1	ATTENDANCE REPORTS			Obsolete 2002
45-5-2	COST CENTER STAFFING REPORT			Obsolete 2000
45-5-3	EMPLOYEE MASTER FILE LIST			Obsolete 2000
45-5-5	LEAVE ACTIVITY AND ACCRUAL REPORT			Obsolete 2000
45-5-6	LEAVE APPLICATION-FORM DE-15			Obsolete 2002
45-5-8	LEAVE RECONCILIATION REPORT			Obsolete 2000

ITEM NUMBER	RECORD TITLE	DESCRIPTION/EXAMPLES	RETENTION	REFERENCE/COMMENTS
45-5-9	LEAVE RECORD-FORM DE-2			Oboslete 2002
45-5-10	LIFE INSURANCE CENSUS REPORT			Oboslete 2000
45-5-11	NEIS LEAVE ADJUSTMENT REPORT			Oboslete 2000
45-5-12	NON-LEAVE EMPLOYEE MASTER FILE LIST			Oboslete 2000
45-5-13	NON-LEAVE EMPLOYEE MASTER FILE LISTING BY CLASS CODE SEQUENCE			Oboslete 2000
45-5-14	OVERTIME REPORTS- FORM DE-70			Oboslete 2000