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PLATTE CHAT

Comparing Nebraska Employers by Sector and Location

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Platte Institute Intern*

If you are among the few who have the opportunity to choose between work in the public or private sector, and in a rural or metropolitan region, it might be worthwhile to compare your options. Should a nurse work for the state-run veteran's home, or would he/she be better off taking a position at a private nursing home? Do private salesmen receive comparable benefits in small-town Nebraska as they might in the capital city of Lincoln?

Nebraska's working population knows the value a few vacation days spent enjoying those perfectly sunny days that can come and go all too quickly in the summer season. These precious days of rest and relaxation are not, however, being enjoyed equally by all workers in the Cornhusker state. Full-time employees of the state of Nebraska are entitled to 4 days of paid vacation throughout the first 5 years of employment.^[1] In comparison, during the first year of employment in Nebraska's private industry, about half (51.7%) of private businesses allow full-time employees between 1-5 paid vacation days while the remaining allow 6 or more days. By the third year of employment, over half (62.7%) of businesses permit 6-10 days of vacation, while about a quarter permit 11 or more. At the fifth year of employment, about 44.4% of businesses allow 6-10 days

- [Alliance Times-Herald](#)
- [Arapahoe Public Mirror](#)
- [Arlington Citizen](#)
- [Arthur Enterprise](#)
- [Ashland Gazette](#)
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- [Elgin Review](#)
- [Elkhorn Douglas County Post Gazette](#)
- [Elm Creek Beacon-Observer](#)
- [Fairbury Journal-News](#)
- [Fremont Tribune](#)
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- [Gering Courier](#)
- [Gibbon Reporter](#)
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while a comparable 40.3% allow 11-15 days of vacation[2]. Before applauding the private sector, however, it is important to remember that only 78.4% of businesses grant employees vacation days of any number.[3] Furthermore, this analysis only considers the first five years of employment.

While the State may lag behind in its paid vacation policies, Nebraska's state employees benefit from 12 days of paid holidays each year including dates such as New Years and the day after Thanksgiving. [4] The private industry, on the other hand, is not as generous; the majority of private businesses (71.1%) offer only 5-7 holidays each year, while a small minority of 3.5% offer 11 or more.

While paid-time-off is an attractive benefit, insurance benefits are viewed with more importance by job-seekers. Private businesses in the Omaha and Lincoln regions, which include Washington, Douglas, Sarpy, Cass, Saunders, Seward and Lancaster County, are more likely to offer insurance benefits. Approximately 71% of Omaha and Lincoln area employers offer medical insurance, while 57% of employers in other counties, such as those in the central, northeast, and panhandle regions, offer medical insurance. More specifically, Omaha and Lincoln region businesses are about 15% more likely to offer dental and vision insurance than other regions. Similarly, businesses in rural Nebraska are less likely to offer long-term disability insurance than those found in more urban counties, 22% compared to 34% respectively.[5]

While these perks may come as good news to some, this variation in benefits offered by businesses is also linked to a statewide population trend in Nebraska. There is a heavy migration of people seeking the benefits of a metropolitan job market and therefore shrinking the population in rural Nebraska. Creating more equity throughout the job market would help to balance the population throughout the state, and consequently promote a healthy economy in each and every one of Nebraska's counties.

[1] [State of Nebraska: Personnel Almanac](#), p.59

- [Hemingford Ledger](#)
- [Hickman Voice News](#)
- [Hyannis Grant County News](#)
- [Imperial Republican](#)
- [Kearney Hub](#)
- [Lexington Clipper-Herald](#)
- [McCook Gazette](#)
- [Nebraska City News-Press](#)
- [Norfolk Daily News](#)
- [North Platte Bulletin](#)
- [North Platte Telegraph](#)
- [Omaha Catholic Voice](#)
- [Omaha Daily Record](#)
- [Ord Quiz](#)
- [Oshkosh Garden County News](#)
- [Osmond Republican](#)
- [Pawnee Republican](#)
- [Plainview News](#)
- [Plattsmouth Journal](#)
- [Ravenna News](#)
- [Scottsbluff Star-Herald](#)
- [Seward County Independent](#)
- [Sidney Sun-Telegraph](#)
- [South Sioux City Dakota County Star](#)
- [Superior Express](#)
- [Sutton Clay County News](#)
- [Syracuse Journal-](#)

[2] [Nebraska Employee Benefits Report](#), p.21

[3] [Ibid.](#), p.42

[4] [State of Nebraska: Personnel Almanac](#), p. 64-65

[5] [Nebraska Employee Benefits Report](#), p.42

[Democrat](#)

- [Wahoo Newspaper](#)
- [Wauneta Breeze](#)
- [Waverly News](#)
- [West Point News](#)
- [Wood River Sunbeam](#)
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