

ONE HUNDRED FIFTH LEGISLATURE

FIRST SESSION

**LEGISLATIVE RESOLUTION 172**

Introduced by Wishart, 27.

PURPOSE: The Department of Correctional Services has experienced significant issues in the recruitment and retention of staff throughout their system. Currently, there are several facilities with more significant issues than others, including the Nebraska State Penitentiary, the Lincoln Correctional Center, and the Tecumseh State Correctional Institute.

In a recent staff survey completed by the Inspector General of the Nebraska Correctional System, only 28.4% of those who responded indicated that they were satisfied with their employment. In addition, only 16.9% of those who responded agreed with the statement that the department is headed in a positive direction, and only 44.1% of those who responded saw themselves working for the department in three years.

The purpose of this interim study is to review recruitment and retention efforts that are currently or could potentially be undertaken by the department. The study shall include:

(1) An examination of the vacancies and staffing challenges at each facility;

(2) A review of Department of Administrative Services' policies that impact the ability of the Department of Correctional Services to recruit and retain staff;

(3) An examination of the work environment throughout the correctional system; and

(4) Any recommendations regarding the improvement of the work environment, salary structure, recruitment and retention strategies, and any other related efforts that could be made by the Department of Correctional Services to address its staffing situation.

NOW, THEREFORE, BE IT RESOLVED BY THE MEMBERS OF THE ONE HUNDRED FIFTH LEGISLATURE OF NEBRASKA, FIRST SESSION:

1. That the Judiciary Committee of the Legislature shall be designated to conduct an interim study to carry out the purposes of this resolution.

2. That the committee shall upon the conclusion of its study make a report of its findings, together with its recommendations, to the Legislative Council or Legislature.