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**OFFICE OF INSPECTOR GENERAL  
OF THE NEBRASKA CORRECTIONAL SYSTEM**

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**2021 ANNUAL REPORT**

The Office of Inspector General of the Nebraska Correctional System (OIG) provides accountability and oversight of the state’s correctional and parole systems. Established by the Legislature in 2015, the office investigates critical incidents, identifies systemic issues, and provides recommendations for improvement.

The OIG serves as an extension of the Legislature’s oversight, and, as such has no direct authority or control over the agencies within its jurisdiction. The Nebraska Department of Correctional Services (NDCS) and the Division of Parole Supervision are required to cooperate with OIG investigations, as are their contractors and employees. The OIG may launch an investigation under its own initiative or when prompted by a complaint.

This annual report summarizes the work of the OIG over the past year, and provides updates on various observations and recommendations the office has made in recent years.

As always, we want to acknowledge those who have assisted this office in our work, including the Nebraska Legislature, the Office of Public Counsel (Ombudsman), and the Office of Inspector General of Child Welfare. In particular, we thank the many individuals who have shared their own insights on the Nebraska correctional system. We could not do this work without you.

**Doug Koebernick**  
Inspector General

**Zach Pluhacek**  
Assistant Inspector General

**Noah Karmann**  
Executive Intake Assistant

### HOW TO FILE A COMPLAINT

Anyone may file a confidential complaint with the OIG regarding concerns related to the Nebraska correctional system. Complaints should pertain to the Department of Correctional Services, the Division of Parole Supervision, or their employees or contractors, and should allege possible misconduct, misfeasance, malfeasance, or violation of a statute or of rules and regulations. Complaints may be filed by mail, email or phone.

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402-471-4215

September 14, 2021

To the staff of NDCS,

*On September 12, I spoke to a group at a cathedral in Omaha on the topic of corrections. I shared with them the dire staffing situation that Nebraska's system is currently facing. I laid out all the facts as far as vacancies, overtime, turnover, and more. I talked about the challenges facing the system and the challenges facing you and the individuals who are incarcerated in the correctional system -- all of the things that are laid out later in this report. They don't paint a pretty picture.*

*However, after I laid out some of the things that could be done to better address the staffing issues, such as listening to staff and responding to those conversations with positive steps, changing compensation throughout the entire system (not just for some), taking steps to improve the different pieces of the system and by listening some more, I talked about how there are so many good people that work in our correctional facilities ... each and every day. I shared the story of someone I met recently who was working in some pretty difficult conditions, and I asked them how they were doing. They responded that no one had asked them that question, and they actually became a bit emotional and talked about how they were doing their best and how they wanted to help those who resided in that unit have better lives and outcomes. It was obvious that they care. In fact, they care a lot.*

*That person, and their passion for helping others, isn't rare in our system. In fact, it is very common. Each day, so many of you step forward and do your best to not only have each other's backs but to help improve the lives of those who live in your facility. And you do it in incredibly stressful conditions, and lately a lot of those conditions have worsened. Despite that, you persevere. Unfortunately, over the last few years the system has lost many like you due to a variety of reasons. By my count, around 4,100 staff have left the Department since 2015. If only we had kept some of them, maybe the system wouldn't be in the crisis we will describe in the next 50 pages or so.*

*With all that said, it is important to know that I and many others appreciate your efforts. We are thankful and grateful, and many of us can't imagine what you go through each day to help others, as well as our communities and our state. You are true public servants.*

*Our goal in this report, and I guess through past reports, is to make it so that when you get asked how you are, that your response will be, "I am doing well" – and then you proceed to share how things are improving, how you are able to do your job each and every day to the best of your abilities, and how there are success stories all around you.*

*Again, thank you for your service.*

*Doug Koebernick  
Inspector General of Corrections*

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## INTRODUCTION

“Crisis.” The OIG has used that term to describe the staffing shortage at the Nebraska Department of Correctional Services in every annual report since the inception of this office. With great frustration, six years in, we can only conclude that this crisis has grown alarmingly worse. A system which was already struggling to recruit and retain staff is now grappling with a mass exodus.

The prison system’s primary goal is to protect public safety. Some days, at some facilities, this mission is in jeopardy.

The OIG does not make this statement lightly. As you will read in this report, there are days when maximum-security units in our prisons go unattended for hours at a time. That’s despite correctional staff putting in remarkable hours – sometimes 24 hours straight, or back-to-back 16-hour days for multiple weeks. Staff have reported suffering emotional breakdowns on the drive home. One fell asleep on the job, and awoke to find inmates holding his keys. Others, who have served in facilities for a decade or more, through deadly riots, say this is the first time they have felt unsafe at work.

Considering the circumstances, NDCS has accomplished some noteworthy things. This Department has changed some lives for the better, and has the potential to positively affect many more.

This report also gives examples of how low staffing has impacted specific facilities. This is not to place blame on leaders at those specific institutions; this is a system-wide problem, and it will require the leaders of the entire system to address it.

The ongoing coronavirus pandemic has disrupted workforces everywhere, including correctional systems in other states. It certainly has added fuel to the deepening crisis at NDCS. However, the Department’s core leadership and the State of Nebraska have passed up on efforts that could have eased the current situation. This report contains examples of these missed opportunities.

There is hope that the change of seasons and a waning of the virus will turn things around. Considering staff vacancies at the Department hit an all-time high shortly before the pandemic (a record they have since exceeded), we are far from convinced. More must be done.

...

This report is somewhat more concise than our previous annual reports. Going forward, we plan to document some of our more complex and substantive work in separate reports throughout the year. This is intended to highlight and more deeply explore specific areas of interest or concern.

One of these special reports will include a thorough examination of the correctional system’s response to the pandemic, which has continued in earnest longer than we hoped or anticipated. While not its own section in this annual report, you will find references to the virus throughout, as it has impacted virtually every aspect of the system.

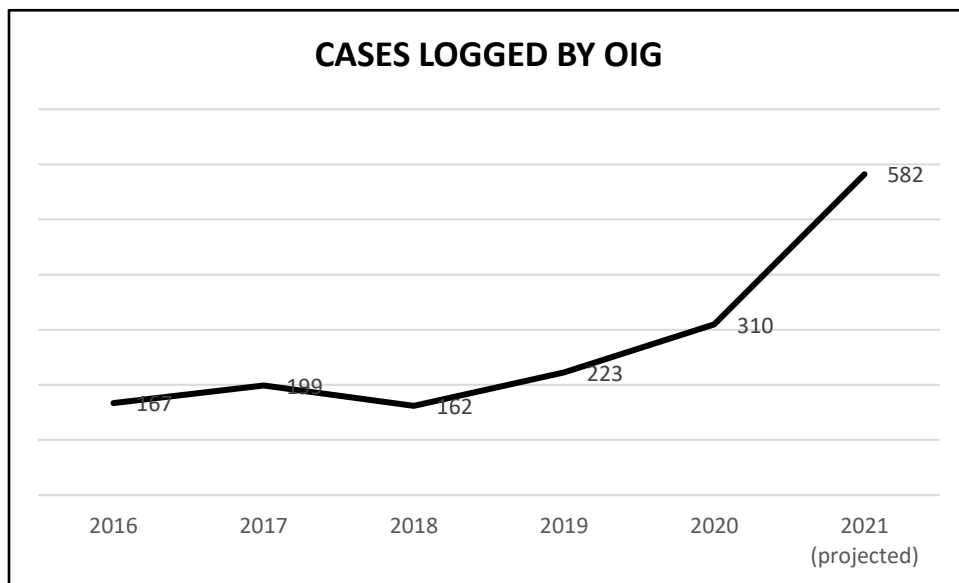
## OIG UPDATES

The Office of Inspector General has undergone significant changes in the past year. This includes a surge in formal and informal complaints to the office, the addition of staff to help manage and investigate these complaints, and the formation of an advisory group.

### COMPLAINTS

While the number of complaints to the OIG has gradually increased throughout the office's existence, the arrival of COVID-19 in the state prisons prompted a notable acceleration of this trend. This has continued, even as coronavirus cases within the institutions have waned. We believe this is due to the number of other concerns facing staff, incarcerated people, and others who interact with the correctional system.

The following chart illustrates the increase in complaints and investigations this office has pursued in recent years:



Part of this recent growth can be attributed to the addition of an assistant inspector general, which resulted in more of our work actually being tracked in our case management system. In the past, many actions of the OIG could not be tracked due to a lack of time or resources. It is not anticipated that this growth will continue; in fact, the caseload might decrease during the next year as the OIG has made a concerted effort to divert more individual cases to the Ombuds.

## STAFF CHANGES

In December 2020, the OIG added an assistant inspector general, Zach Pluhacek, which doubled the office's manpower. Zach works alongside Inspector General Doug Koebernick to investigate complaints and monitor conditions within the correctional system.

In July 2021, Noah Karmann was hired as executive intake assistant for the Corrections OIG as well as the Office of Inspector General of Nebraska Child Welfare. Noah is responsible for collecting and processing complaints to the OIG, and serves as an informal liaison to the Ombuds.

These staff additions have prompted the OIG to revise its system for opening, managing, and concluding investigations. This includes working with the Ombuds and the Legislative Technology Center to establish a new digital case management system.

# STAFFING

As indicated in the introduction to this report, the ongoing staffing shortage is the most significant and urgent concern facing the Department of Correctional Services.

Consider the following:

- NDCS reached a record-high number of staff vacancies in March 2021, with approximately 391 unfilled positions, according to the Department of Administrative Services. By June, that figure had skyrocketed to a new record of 527 total vacancies, out of approximately 2,300 total positions.
- As of this report, Nebraska’s three largest prison complexes are under staffing emergencies. The Nebraska State Penitentiary (NSP) and Tecumseh State Correctional Institution (TSCI) are approaching two years on emergency status. The third emergency took effect in July at the Lincoln Correctional Center/Diagnostic and Evaluation Center (LCC/DEC) complex (also called the Reception and Treatment Center, or RTC).
- Staff continue to express concern for their safety, family lives, and mental and physical health as a result of significant overtime and stressful working conditions.

On June 28, the OIG issued a standalone report on staffing data and issues, with a handful of specific recommendations to help improve the Department’s recruitment, retention, and planning efforts.<sup>1</sup> The report was presented to NDCS Director Scott Frakes, who made two technical suggestions which were accepted by the OIG.

This annual report contains updated data which was not available at the time of the June staffing report, along with information on the Department’s recruitment and retention efforts, and the OIG findings and recommendations related to staffing.

Additionally, the OIG has conducted numerous additional interviews with staff, inmates, and other stakeholders about staffing issues. Information about how low staffing has impacted safety and conditions within specific facilities is noted throughout this report, particularly in the “Facility Updates” section.

## STAFFING DATA

### Vacancies

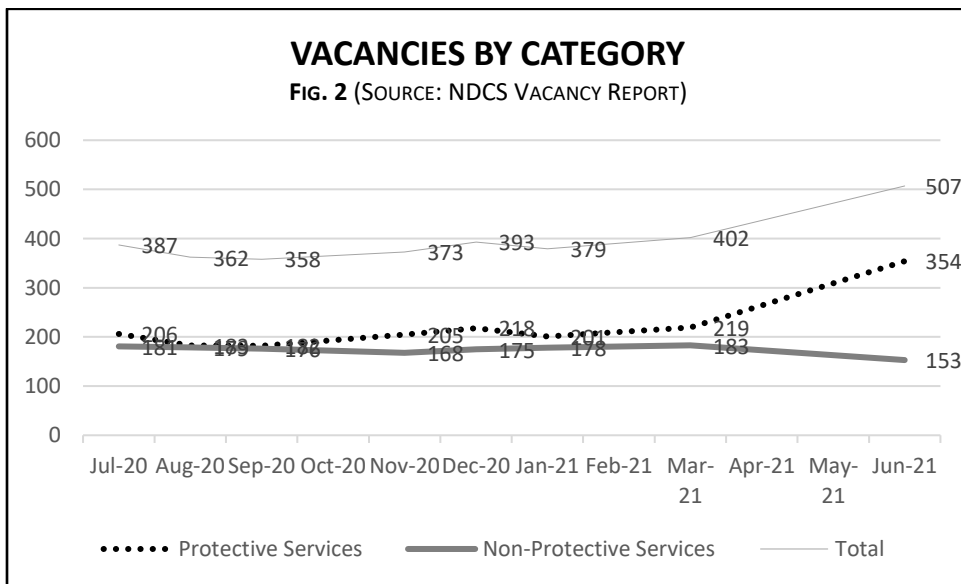
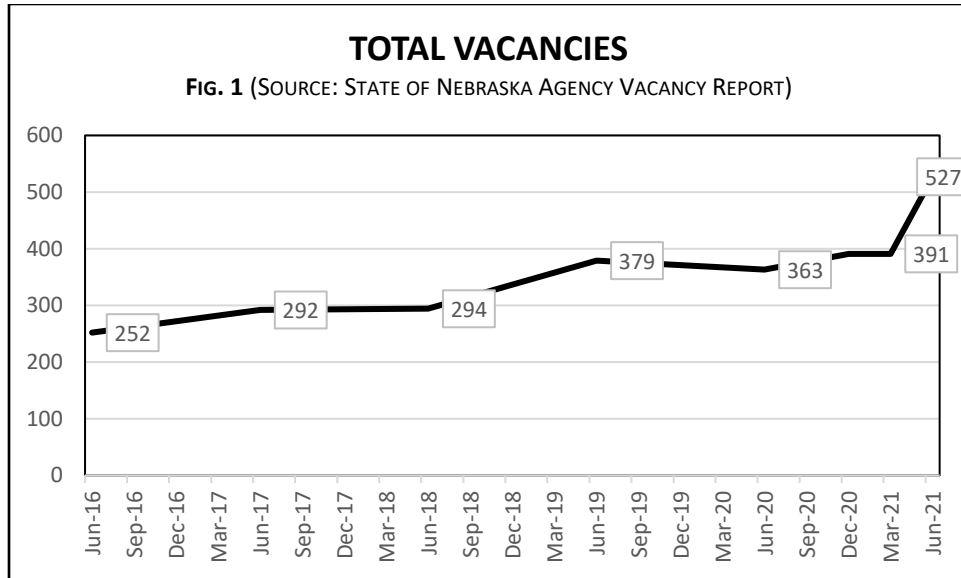
As mentioned in the introduction to this section, NDCS staff vacancies hit an all-time high in June 2021.<sup>2</sup> This increase was primarily fueled by losses in protective services (security) staff at

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<sup>1</sup> [https://nebraskalegislature.gov/pdf/reports/public\\_counsel/2021\\_OIG\\_Staffing\\_Update\\_Report.pdf](https://nebraskalegislature.gov/pdf/reports/public_counsel/2021_OIG_Staffing_Update_Report.pdf)

<sup>2</sup> Attachment A: Excerpt from the State of Nebraska Agency Vacancy Report that lists all NDCS vacancies on June 30, 2021

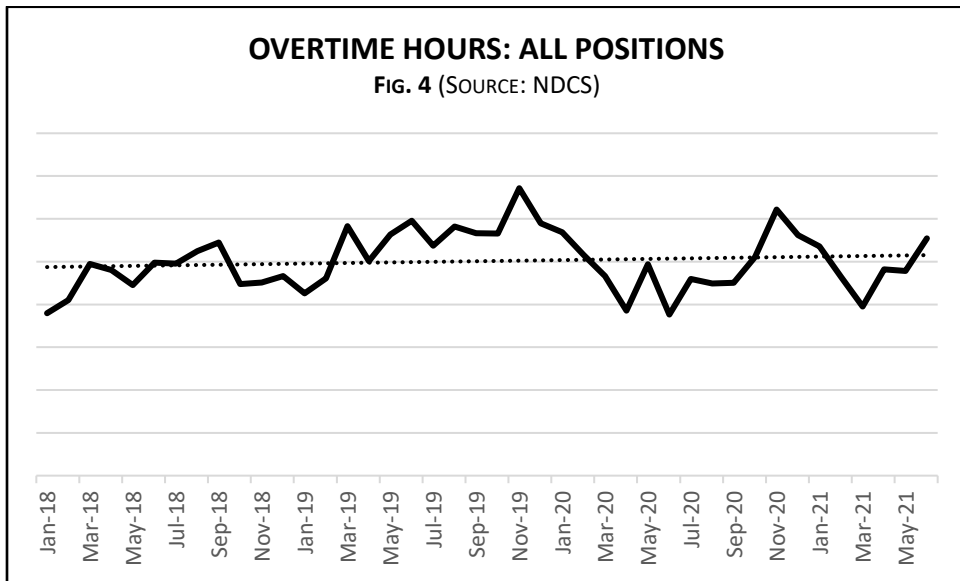
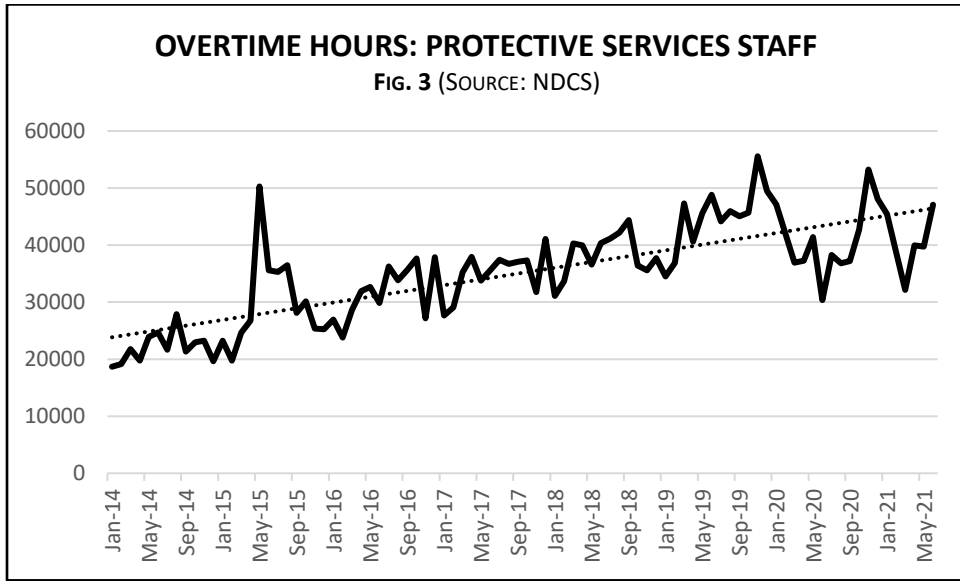
RTC, TSCI and NSP. The following charts show system-wide vacancy numbers for the past five years (Fig. 1) and a breakdown of more recent departmental vacancies by protective services and non-protective services staff (Fig. 2). Unless otherwise noted, all data in these charts is from NDCS:



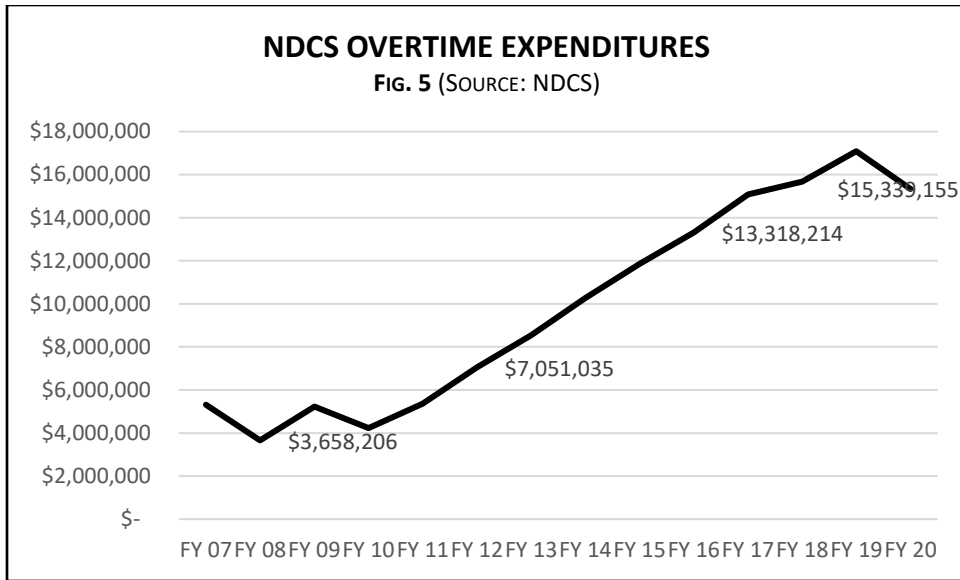
## Overtime

While the number of overtime hours worked by NDCS staff fluctuates throughout the year, protective custody staff continue to put in significantly more overtime than was customary in

previous years (see Figs. 3-4).<sup>3</sup> The Department’s overtime costs in FY2020-21 improved slightly over the prior year, but remained approximately four times higher than in FY2010-11 (Fig. 5).



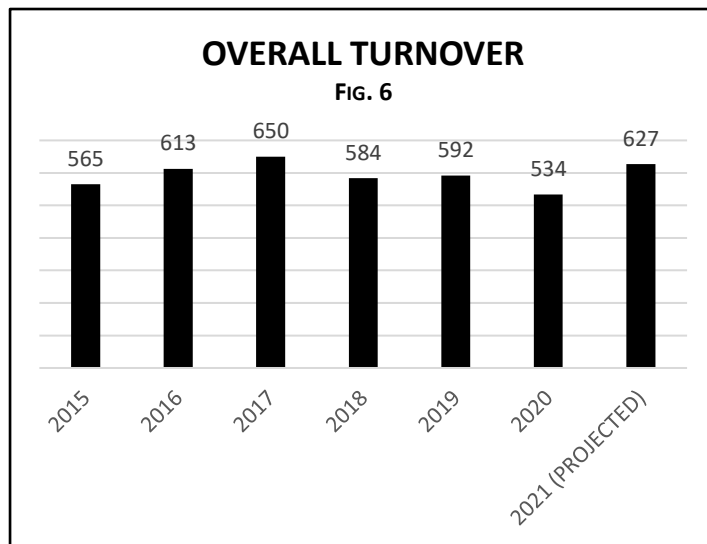
<sup>3</sup> See Attachment B for overtime charts for each specific facility.

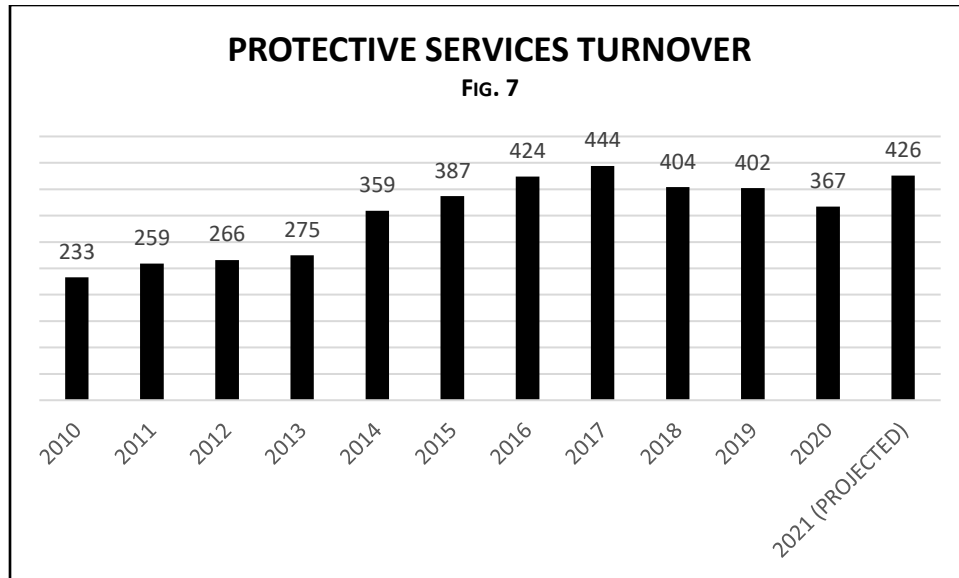


Overtime generally increased at each facility, except TSCI. However, this is likely due to TSCI being so short on staff overall that only a limited number of overtime hours can be extracted from those employees. Overtime has also increased for a special staff detail from Omaha, with most of those hours being worked at TSCI. NSP has seen recent decreases in staff overtime, which is somewhat of a surprise given the recent increase in vacancies there. Another factor limiting overtime is that the three largest facilities typically have stopped trying to fill positions during a shift when they reach a minimal staffing level.

### Turnover

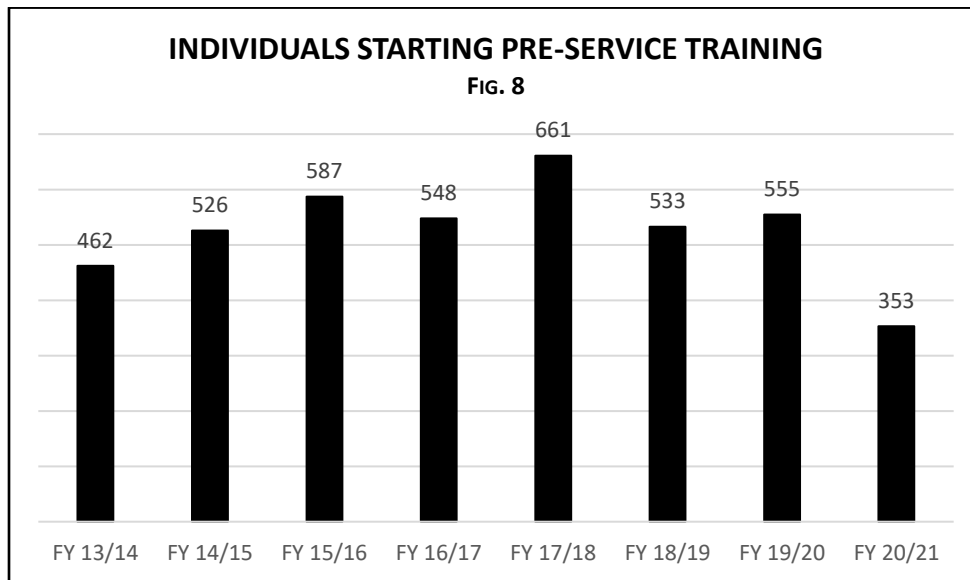
Barring a significant turnaround, NDCS is projected to end the year with higher turnover than in 2020. This comes after an overall reduction in turnover following record-high turnover in 2017, and three years of consistently lower turnover among protective services positions (Figs. 6 & 7).





### Recruitment

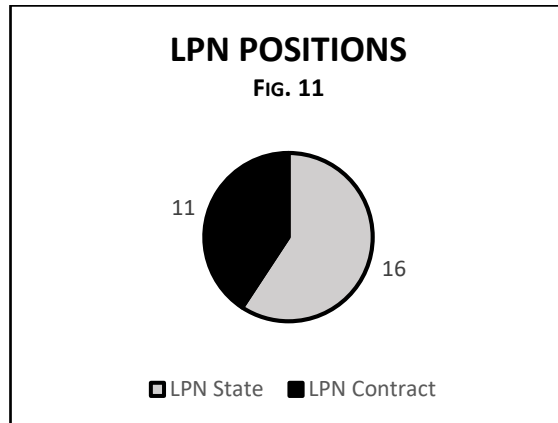
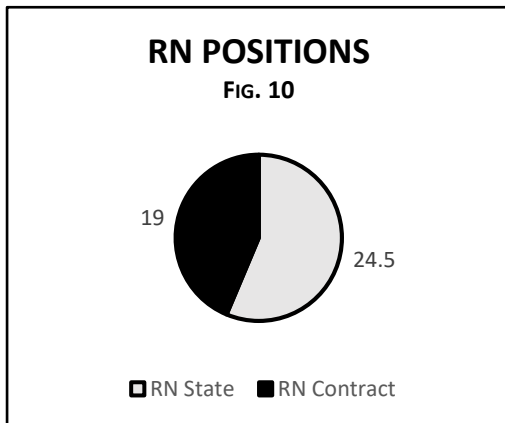
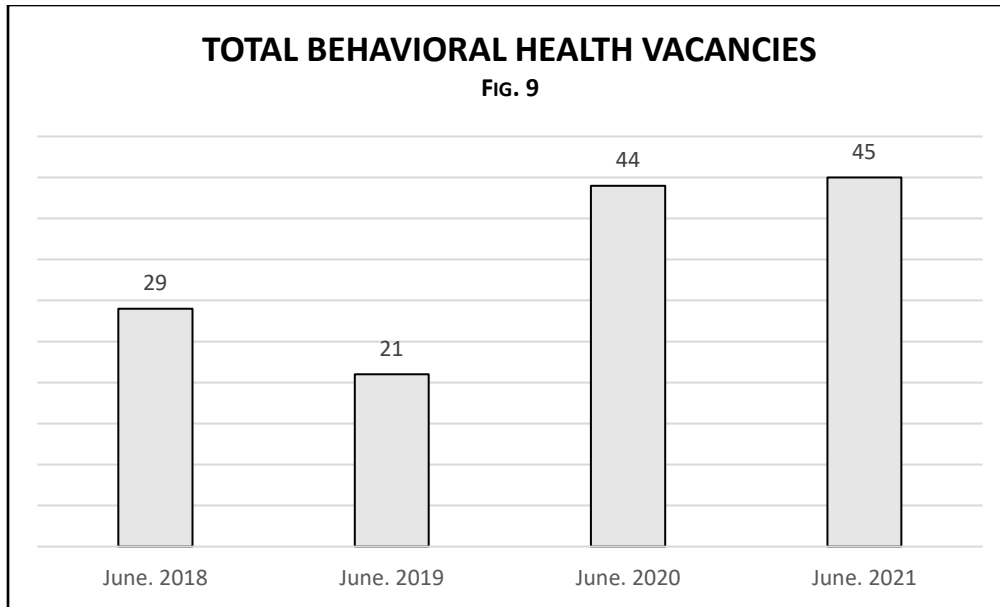
While turnover within the Department has increased in the past year, the lull in recruitment during the pandemic has been even more significant. NDCS ended FY2020-21 with fewer people (353) having entered pre-service training that at any point since at least FY2013-14 (Fig. 8).



### Health Services Staffing

NDCS also experiences staffing struggles within its medical and behavioral health ranks. For example, behavioral health vacancies within the Department more than doubled from June 2019 to June 2020, and remained that way through the end of FY2020-21 (Fig. 9). For medical care within facilities, the Department uses contract nurses to fill many positions that would otherwise go to state employees (Figs. 10 & 11).





#### Data Note

Previous OIG annual reports contained data from the DAS Personnel Almanac. This is an annual report that is typically released in June or July, but was delayed this year. As a result, a significant amount of historical data that would typically be available was not ready in time for this report. This includes:

- Number of permanent full-time employees used by NDCS;
- DAS turnover data;
- State agency overtime cost comparisons;
- Minority employees within NDCS and related data; and
- Tuition assistance expenditures for NDCS staff.

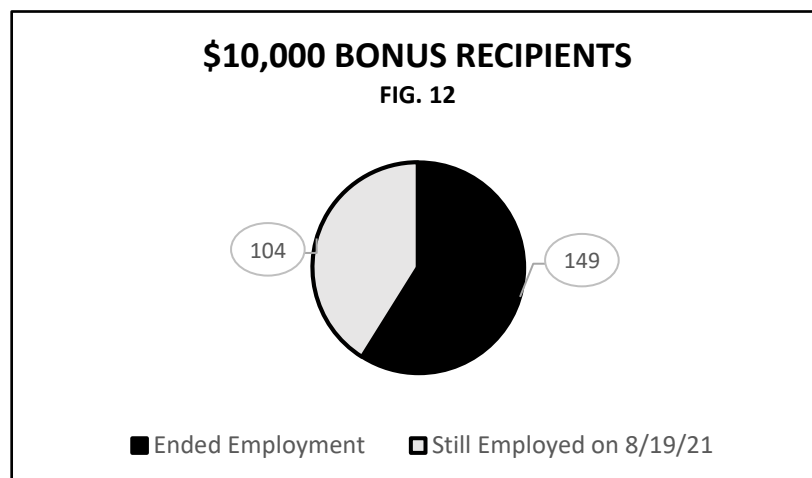
## RECRUITMENT AND RETENTION EFFORTS

Since 2016, the Department has attempted a variety of initiatives to impact recruitment and retention of staff, including multiple bonus programs, longevity raises, and special details. These have been documented in past OIG reports, particularly the 2019 annual report.<sup>4</sup>

### Bonuses

In October 2019, NDCS announced \$10,000 bonuses for corporals hired at TSCI, NSP and LCC.<sup>5</sup> Until recently, the \$10,000 bonus had remained in place and was expanded to include DEC. The bonus was paid out in four-month increments over a period of three years.

As of February 2021, the Department had hired 226 staff who were eligible for the bonus, and 165 of those people were still employed with NDCS. As of August, however, this disparity had grown significantly (see Fig. 12).



In other words, nearly 60 percent of the people hired under the \$10,000 bonus program left the Department within two years. This includes 79 people who did not stay with NDCS for at least four months, meaning they never received their first bonus payment.

By comparison, when NDCS previously implemented a \$2,500 hiring bonus for the next 100 employees hired, approximately 33 percent were still employed there less than two years later.<sup>6</sup> It is unclear to what extent, if any, either of these bonus programs affected hiring or retention of staff by the Department.

On August 4, 2021, Governor Ricketts and Director Frakes announced new bonus plans.<sup>7</sup> The plans included the following:

- Increasing the hiring bonus for new corporals hired at LCC/DEC, NSP and TSCI to \$15,000;

<sup>4</sup> The 2019 OIG Annual Report can be found at

[https://nebraskalegislature.gov/FloorDocs/106/PDF/Agencies/Inspector\\_General\\_of\\_the\\_Nebraska\\_Correctional\\_System/600\\_20190916-012617.pdf](https://nebraskalegislature.gov/FloorDocs/106/PDF/Agencies/Inspector_General_of_the_Nebraska_Correctional_System/600_20190916-012617.pdf).

<sup>5</sup> [https://journalstar.com/news/state-and-regional/govt-and-politics/nebraska-to-offer-10-000-bonuses-to-help-fill-prison-jobs-moves-to-temporary-12/article\\_704d2d2e-5394-588a-8e29-b1713d47732e.html](https://journalstar.com/news/state-and-regional/govt-and-politics/nebraska-to-offer-10-000-bonuses-to-help-fill-prison-jobs-moves-to-temporary-12/article_704d2d2e-5394-588a-8e29-b1713d47732e.html)

<sup>6</sup> 2019 OIG Annual Report (page 36)

<sup>7</sup> Attachment C: July 30, 2021 memos from Director Frakes to NDCS Team Members

- Providing a \$10,000 bonus for staff member who refer the \$15,000 bonus hires;
- Providing a \$500 staff retention bonus to staff who are covered by the Fraternal Order of Police and were hired to work at one of those facilities prior to July 31, 2021;
- Providing a range of bonuses for Registered Nurses, licensed practical nurses and those who fall under the classification of Staff Care Technician II;
- Providing hiring and retention bonuses for the position of Food Service Worker;
- Providing monthly commuter bonuses for those who commute to and from TSCI; and,
- Providing a \$7500 lump sum bonus for individuals who transfer to TSCI for at least one year.

One position that has been left out of the initial hiring bonus is unit caseworker. This is an entry-level position that closely works with incarcerated individuals in housing units. As of June 30, 2021, there were 94 vacancies for this position, yet there is no bonus plan for the recruitment of these workers. These vacancies make up approximately 18% of all of the NDCS vacancies. Also, while the \$500 staff retention bonus for staff is a positive step it only applies to those covered by the Fraternal Order of Police. This bonus neglects to cover a significant amount of veteran staff who are valuable parts of the NDCS team.

The OIG is unaware of any plan by the Department or the State to assess the efficacy, longevity and expansion of these bonus programs.

#### Protective Services Compensation

The Department and the State of Nebraska have also made changes to protective services salaries in recent years. These include basically eliminating the entry-level position of correctional officer<sup>8</sup> and hiring new security staff as corporals, increasing starting pay for corporals and caseworkers to \$20 an hour, increasing sergeant pay, and lately, providing for a step pay plan.

Still, the state prison system finds it difficult to compete with county jails. As of June 2021, the starting pay for corrections officers in the three largest counties were as follows:

- Douglas County, \$22.33/hour
- Lancaster County, \$21.43/hour
- Sarpy County, \$22.06/hour

Additionally, as the job market has become more competitive, there are other positions available that may not carry the risk and difficulties associated with correctional work. The OIG report on staffing in June 2021 included a brief review of various advertised positions and found that Target was hiring at \$15 an hour, Costco at \$16 an hour, plant maintenance positions were

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<sup>8</sup> NDCS does have intern positions who are actually treated as correctional officers. The interns are students who also work at NDCS. A review of their hours found some who work a day or two a week and others who work virtually full-time. As of 9/1/21 there were eight interns at RTC, three at NSP, three at OCC and eight at TSCI.

starting at \$20 an hour, delivery drivers started at \$20, and a customer service agent for local government started at \$18.75 an hour.

## Wage Compression

The 2019 OIG Annual Report<sup>9</sup> addressed the issue of wage compression, stating:

*Wage compression is emerging as an area of concern as a result of the State of Nebraska providing additional pay and incentives to the unionized, non-salary staff. When this takes place, salaries for those staff start to catch up to supervisory salaries and when the non-salaried staff work overtime their pay increases. Meanwhile, the salaried staff may work more than 40 hours but are typically not compensated for that effort. In addition, NDCS needs to review the salary structure of wardens, deputy wardens, other administrative positions and more to determine how those rates of pay compare with competitors. It is key that NDCS not only promote the best and the brightest but that they also are in a position to recruit the best and the brightest from outside the system.*

In the most recent budget request, NDCS requested some funding to begin to address this issue. However, an examination of that proposal by the OIG found the funds requested by NDCS would not have a significant effect in 2021 or 2022, when the raises are fully implemented. Furthermore, due to anticipated salary increases for rank-and-file staff as a result of negotiations with the Fraternal Order of Police, we anticipate the wage compression gap will only worsen without further action by NDCS and the State.

After NDCS announced its budget request proposal regarding raises for those affected by wage compression, the OIG recommended that the Department inform each affected employee in advance how much their individual pay would be impacted. This would have allowed the Legislature and the Department to better assess whether the request would be sufficient. NDCS declined to perform this outreach.

In March 2021, the OIG conducted a survey of randomly selected staff impacted by wage compression and received considerable feedback and suggestions. Many of those responses are included in our June 28 staffing report.

While NDCS is not experiencing the same number of vacancies in these positions as with corporals and caseworkers, wage compression also keeps qualified candidates from seeking promotions, makes it harder for potential recruits to envision a long-term future with the Department, and prompts some valued managers to demote to lower ranks. The OIG regularly hears of staff who have demoted in order to qualify for overtime pay or to stabilize their schedules.

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<sup>9</sup> This issue was also examined in greater detail in the 2020 OIG Annual Report, and the OIG testified or presented information about this issue to legislative committees the past two years.

## Recruitment RFI

On August 2, 2021, NDCS released a request for information (RFI) for the purpose of gathering information regarding recruiting services for health care and correctional officer staff.<sup>10</sup> On August 19, five companies had responded to the RFI. As part of the RFI, NDCS indicated it was seeking to hear from recruitment firms with a proven record in those areas of staff recruitment. It is unclear exactly what will result from this effort. At this time, there are no funds allocated for a contract beyond an RFI.

## Staff Exit Surveys

NDCS offers exit surveys for those who end employment with the Department. This topic is explored at some length in the 2020 OIG Annual Report, as the OIG has repeatedly expressed concerns about how this process is conducted and the extent (or lack thereof) to which it is valued by the Department.

In FY2020-21, of more than 500 employees who left NDCS, only 66 completed some portion of the exit interview, and 41 of those filled out the comments section. There are consistent and problematic themes within many of the responses, including favoritism being exhibited by supervisors and others in leadership roles; lack of interest by leadership in the concerns of staff; and disconnect between central administration and frontline workers.

The OIG maintains its recommendation from the 2020 OIG Annual Report, that NDCS revamp its exit interview process, primarily because the agency is projected to lose over 4,100 employees in the seven years ending on December 31, 2021. If 10 percent of those employees had been retained, NDCS might have just 100 vacancies today, versus more than 500.

*The OIG projects that by the end of 2021, NDCS will have lost 4,165 employees since the beginning of 2015.*

## Staffing Analysis

In 2018, the Legislature instructed NDCS to conduct a Department-wide analysis of all positions so policymakers could gain a better understanding of the agency's staffing needs.

Neb. Rev. State § 83-906 states:

*“The Department of Correctional Services shall conduct a department-wide staffing analysis of all positions, including a specific analysis regarding behavioral health staffing, in an effort to make a comprehensive determination of staffing needs. Concurrently, the department shall make short-term recommendations for needed staffing, including, but not limited to, facility administrative and support positions, in order to improve the effectiveness of staffing.*

*“The staffing analysis shall be completed and a report of its findings and subsequent staffing recommendations submitted electronically to the Legislature no later than*

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<sup>10</sup> Attachment D: August 2, 2021 RFI for Recruiting Services for Healthcare and Correctional Officer Staff

*September 15, 2020. Subsequent updates of the staffing analysis shall be completed and shall be submitted electronically to the Legislature on or before September 15, 2026, and at least every six years thereafter or more frequently at the discretion of the department.”*

The first report was submitted to the Legislature on September 15, 2020 and the OIG looks forward to reading the second report which will provide informative updates of the first report.<sup>11</sup>

### Other Approaches

Given the depth of the staffing crisis at NDCS, and particularly the challenges faced by certain facilities within the system, the OIG is concerned the Department will not be able to pull itself out of this situation. This concern has also been expressed by frontline staff, mid-managers, facility leaders, and even inmates. We still hope, however, that leaders within NDCS and the State of Nebraska have the ability to recognize when outside help has become necessary.

Several states have utilized their National Guard in prisons due to short staffing. In some instances, this is limited to support or perimeter posts. In other states, such as Ohio, National Guard soldiers have been tasked with guarding inmates directly.

In interviews with the OIG, many NDCS staff have expressed concern for their safety at work, for their ability to adequately perform their duties under the stress of long and often unpredictable hours, and for the impacts of this work on their personal lives, as well as their mental and physical health. When these staff are asked what would improve the situation, many simply respond, “more staff.”

The OIG does not believe the State of Nebraska should bring in the National Guard to run its prisons. However, there might be opportunities for the Nebraska National Guard or other entities to assist the correctional system and relieve some of the pressure — for example, manning towers, gates, or the kitchen at the hard-hit Reception and Treatment Center or TSCI. After all, the Nebraska National Guard has a track record of helping operate correctional facilities elsewhere, and collaborated with NDCS on a surprise search for contraband at the Lincoln Correctional Center in 2019.

This is an option the Department and ultimately the Governor should seriously consider.

## FINDINGS AND RECOMMENDATIONS

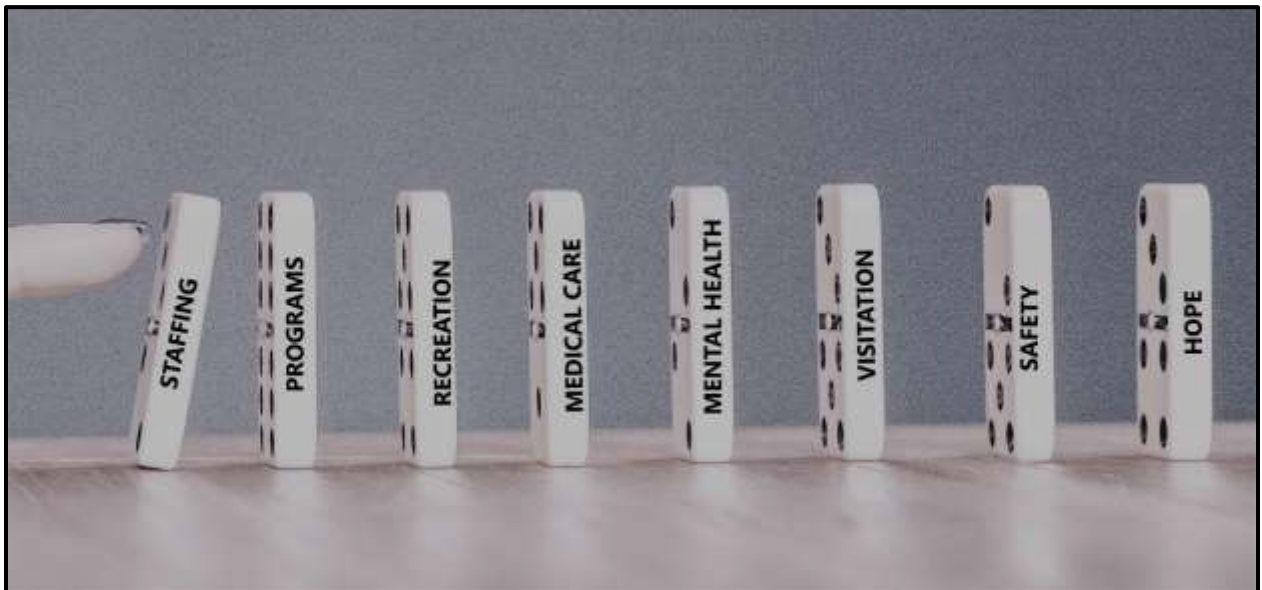
The Nebraska Department of Correctional Services and the State of Nebraska have thus far not taken the necessary measures to effectively address our prison system’s deepening staff crisis. Several years of insufficient steps left the system in a perilous position with the arrival of the COVID-19 pandemic, and it is unclear how quickly NDCS will be able to recover.

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<sup>11</sup>[https://nebraskalegislature.gov/FloorDocs/106/PDF/Agencies/Correctional\\_Services\\_\\_Department\\_of/730\\_20200915-174315.pdf](https://nebraskalegislature.gov/FloorDocs/106/PDF/Agencies/Correctional_Services__Department_of/730_20200915-174315.pdf)

Specifically:

- There is no indication the emergencies at NSP, TSCI or the RTC will end in the near future, despite initial hopes that these would be short-term situations.
- At the current rate, there is little chance NDCS will be able to adequately staff the additions at the RTC complex when they open while maintaining or improving staffing levels elsewhere in the system.
- Wage compression makes it difficult to promote and retain experienced staff in key positions, which in turn undermines the Department's training and supervision of new hires and makes it more difficult to operate facilities safely and effectively.
- Health staff vacancies, often overlooked by outside observers due to security and unit staffing issues, merit serious attention as well.
- Lack of staff not only impacts the immediate health and security of institutions, it also hinders the Department's long-term public safety mission. As you will read in the "Facility Updates" section of this report, these shortages limit access to rehabilitative services and contribute to incidents, hindering incarcerated people from transitioning to safe, productive lives.
- The Department has missed numerous opportunities to seriously reflect on its retention and recruitment strategies.
- Staffing shortages, as described throughout this report, can negatively impact many other issues in the system. In some ways, the shortage of staffing and the issues it impacts are like dominos. When staffing falls, so do other vital parts of the individuals' correctional experience.



## RECOMMENDATIONS

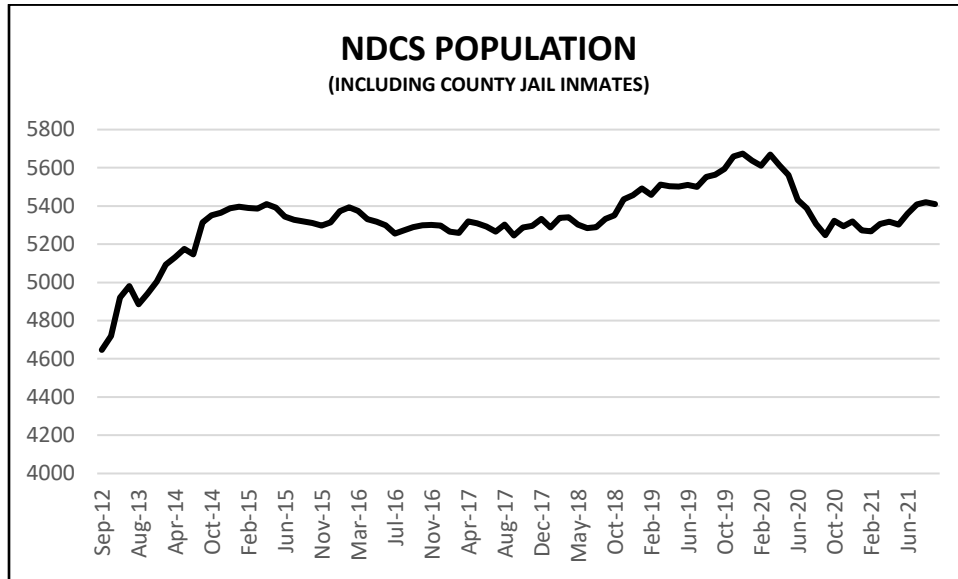
Some (but not all) of these recommendations were included in the June 28 staffing report. They appear here either with slight modifications or for continued emphasis:

- As construction nears completion on the RTC expansion project, NDCS should release a detailed plan for how it will ensure adequate staffing within this merged facility, while retaining necessary staff at other facilities.
- The Department and the Governor should seriously consider utilizing outside resources under the state's control, such as the Nebraska National Guard, to provide relief for correctional staff and help secure facilities.
- Because public safety is an essential service, the State of Nebraska should craft a plan for immediate and long-term recruitment and retention of correctional staff which takes into account the potential for continued workforce shortages.
- Department leaders should engage in significant, ongoing discussions with individuals impacted by wage compression to gain a better understanding of their concerns and demonstrate a commitment to addressing this issue.
- The Department should examine the efficacy of its new \$15,000 bonus program. This examination should take into account the impact on hiring and retention of other key positions within NDCS. Results should be shared with the Governor and the Legislature.

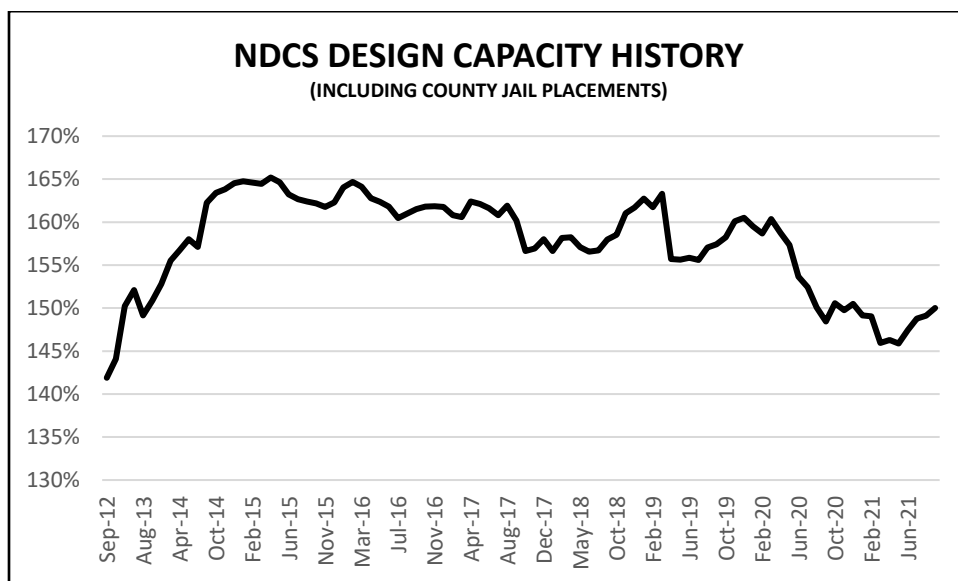


# INMATE POPULATION

The number of people incarcerated within NDCS remained relatively stable over the past year. This is believed to be a continued result of COVID-19, as the population had risen close to 5,700 prior to the pandemic. As of September 10, 2021, NDCS had 5,450 individuals in their custody.



As a result of the 2020 decrease, the current stabilization of the population and an increase in design capacity due to the opening of a 100-bed, minimum security unit at NSP, NDCS is now operating at 150 percent of its design capacity. In 2022, completion of a 384-bed high-security unit and a 32-bed mental health unit at RTC will further increase the capacity of the system. Should the population remain relatively stable until that point and those additional beds are opened without closing others, NDCS would be operating at approximately 134 percent of its design capacity.



Nebraska’s prison system has remained under an overcrowding emergency since July 1, 2020. This is due to a state law which established that an emergency shall exist if the prison population were to exceed 140 percent of its design capacity as of that date.

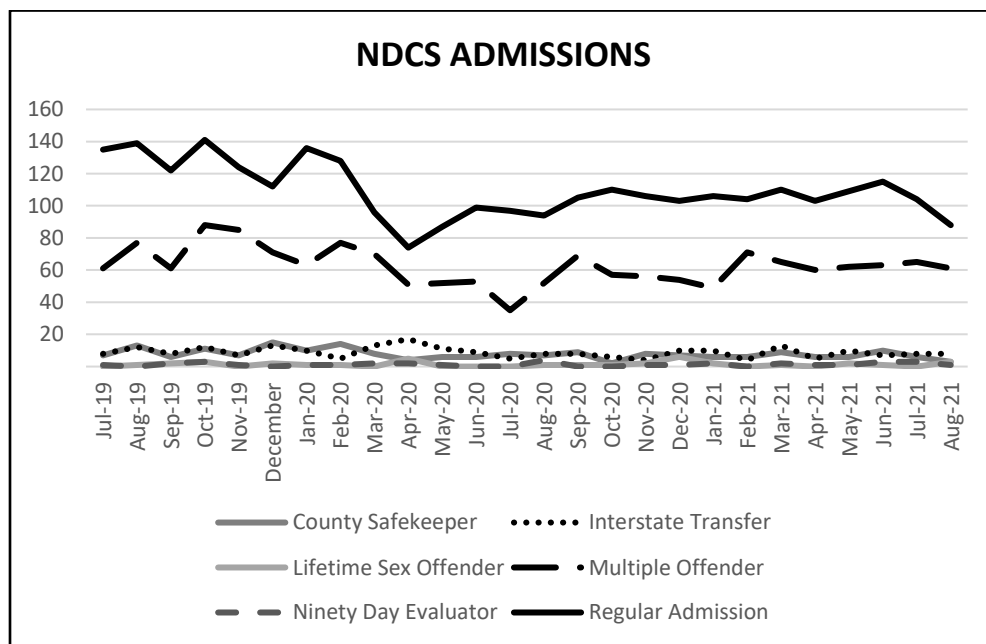
To fall below 140 percent of design capacity upon completion of construction next year, the NDCS inmate population would have to remain at or below 5,683. However, an emergency would remain in place because state law requires the system to reach 125 percent of design capacity in order for an existing prison overcrowding emergency to end.

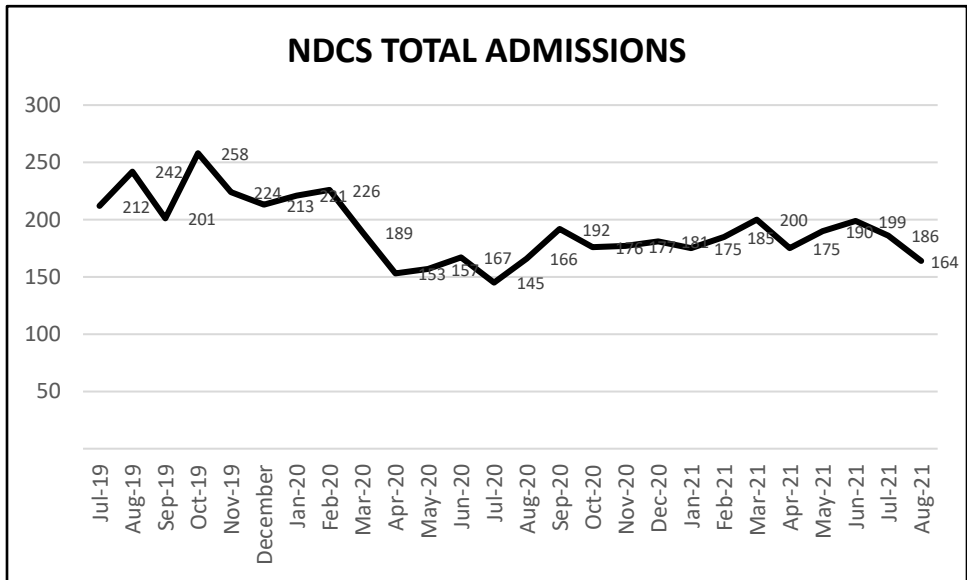
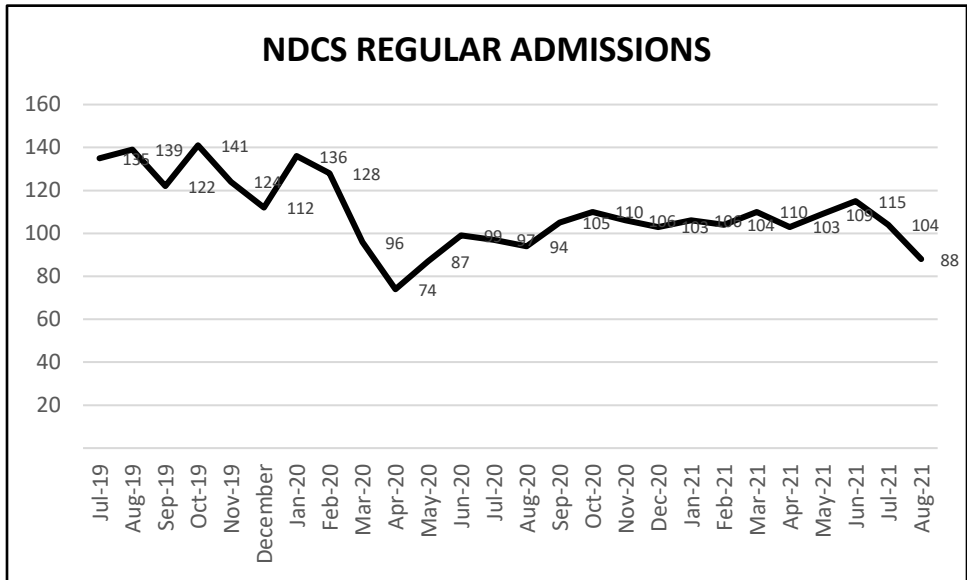
In 2020, the OIG recommended that NDCS contract to update its population projections. The Department has indicated that this will be completed as part of its work on a new master plan.

In the past, the OIG has provided information on incarceration rates and crime rates. However, the Crime and Justice Institute is currently working with the three branches of state government on justice reform, and it is anticipated that this will be a part of that effort. The OIG has also previously provided key racial statistics, but as these have not changed significantly since last year’s report, they have not been included here. This is not intended to diminish the importance of this information, and the OIG will continue to monitor racial statistics in the system.

## ADMISSIONS

There are a number of ways an individual can be admitted to the custody of NDCS. The three charts below show the different types and number of admissions during the past two years. The first chart includes all admissions, the second chart shows regular admissions, and the third chart shows total admissions.





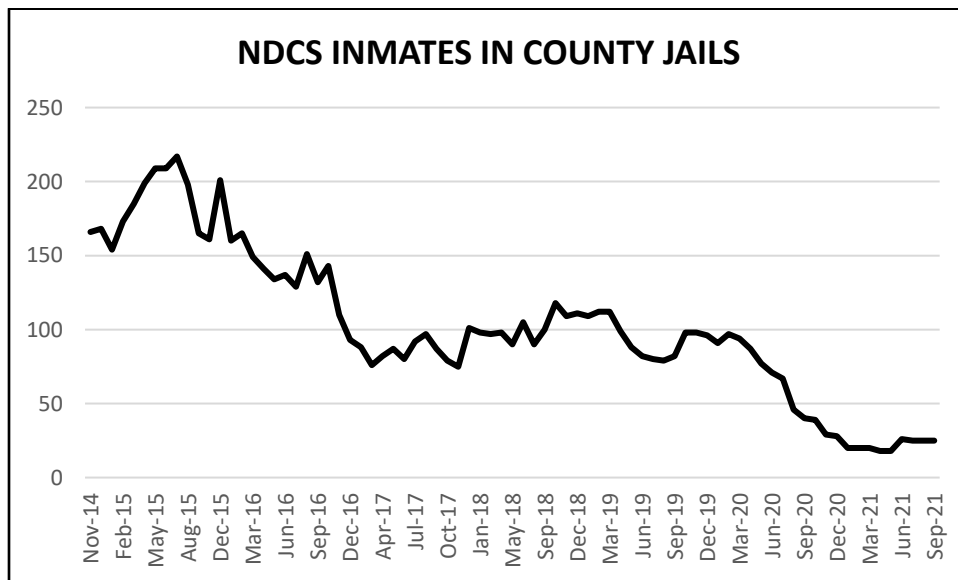
The regular admissions data reflects the impact of COVID-19 on the court system, which resulted in fewer people being sentenced to the Department. This will need to be watched in future months. It was thought that as courts opened up that NDCS would see a significant increase in regular admissions but this has yet to happen.

## COUNTY JAILS AND COUNTY SAFEKEEPERS

NDCS continues to contract with a number of county jails to house state inmates despite funding for this effort ending on June 30, 2017. The Department now uses funds from other sources in its budget to pay a contracted rate to each county jail for each inmate housed there.

The original purpose of this program was to help ease crowding in the state prisons, particularly at the Diagnostic and Evaluation Center (DEC), the Department's intake facility for men. At one point, approximately 200 male inmates from NDCS were being housed in county jails. In the past year, that number has hovered around 20. In the meantime, the population at DEC has increased, and the facility is operating close to 300 percent of its design capacity on a regular basis.

The OIG has recommended in the past that if the county jail program continues or expands, NDCS should seek specific funding and set clear criteria for who would be placed in county jails, how placement decisions would be made, and how long these individuals could remain in a county jail.



County safekeepers are county jail inmates who are still awaiting sentencing or have been sentenced to jail, but whom those counties have determined are unable to be held in the local jail. As a result, they are housed in prison. Counties pay a daily rate plus other expenses to NDCS for their care. As of the final quarter of FY2020-21, the Department housed an average 26 county safekeepers each day. This is a decrease from last year.

## FACILITY UPDATES

NDCS operates 10 correctional facilities, ranging from community custody (work release/work detail) to maximum security. This section of the report provides a brief update on each facility.<sup>12</sup>

As mentioned previously in this report, the Lincoln Correctional Center and Diagnostic and Evaluation Center are being merged into a single facility named the Reception and Treatment Center. They are treated as a single facility for the purposes of this section.

### NEBRASKA STATE PENITENTIARY (NSP) — LINCOLN

NSP is a minimum, medium and maximum security facility with a design capacity of 818 individuals. During the past year, it has had an average daily population of 1,288 men. It is the largest and oldest prison in Nebraska's correctional system.

The facility is divided into a minimum-security side (also known as “out back” or “external”) and a medium/maximum side (“up front” or “internal”). In February, the campus opened an additional 100-bed dorm-style housing unit for minimum security inmates.

Staffing levels at this facility showed some signs of improvement following the start of the staffing emergency which began in October 2019. During that time, the facility benefitted from many new NDCS hires being directed to NSP. However, vacancies at NSP increased from 50 in January 2021 to 80 in June 2021, possibly due to a lack of new applicants system-wide, as well as other factors.

Two measures of possible systemic issues — unplanned uses of force and requests for protective custody — have increased in recent months, and a group of inmates issued a petition in May to express concerns about the facility.<sup>13</sup> On the other hand, data and interviews by the OIG give the impression the environment at NSP is safer and more productive than the environment that currently exists at TSCI or RTC. Access to the yard, recreation, and programming is limited less often at NSP than the other two high-security men's facilities.

In the past year, the Community Awareness Program was started by two incarcerated men who wanted to see positive change take place within NSP and in their home communities. This program has grown, and now involves a significant number of men who are using a curriculum created by the program. The program is focused on helping prepare men to successfully reintegrate into society as well as reach out to those who need guidance in their home communities. As part of this, they have begun reaching out to community members to educate them about their efforts. At a recent meeting attended by the OIG, the men in this program claimed that negative incidents at NSP have been reduced and behavior improved as a result of their efforts.

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<sup>12</sup> Additional information can be found about each facility on the NDCS web site at <https://www.corrections.nebraska.gov/facilities>.

<sup>13</sup> Attachment E: May 19, 2021 NSP Petition

## TECUMSEH STATE CORRECTIONAL INSTITUTE (TSCI) — TECUMSEH

TSCI is a medium and maximum security facility with a design capacity of 960 individuals. In the past year, it has held an average of 1,030.5 men. TSCI is unusual in that it cannot hold much more than its original capacity, due to most cells already having two bunks, without room to hold more.

TSCI is known for having significant staffing issues and for the two riots held in 2015 and 2017. It also has a unit that houses individuals sentenced to the death penalty, commonly referred to as death row.

Director Frakes declared a staffing emergency for TSCI in December 2019. At that time, he expressed his belief that the emergency would not last longer than four to six months. Approaching two years later, there is little indication it will end in the near future. Staff continue to work significant overtime, and there is a constant struggle to cover vacant posts during the day and night shifts. According to TSCI Warden Todd Wasmer, staff and inmate morale are low. This summer, daily activities were limited most days, ranging from certain housing units not being allowed yard time, to the entire facility being locked down with very limited movement. Recently, the OIG was informed that inmate clubs have been suspended. This is in addition to the previous suspension of the three clubs primarily consisting of minority individuals.

This situation and the overall environment of TSCI causes frustration among inmates and negatively impacts staff, who have to interact with an upset inmate population while running a facility that is routinely and significantly shorthanded. There were 77 staff vacancies at TSCI in July 2020, 87 in January 2021, and 124 in June. In the last six months of 2020, TSCI welcomed 15 new hires but lost 24 staff to resignations. In the first six months of 2021, there were 12 new hires and 50 resignations. As of June 2021, the special detail from Omaha was short 20 of its 80 positions. Even before these losses, TSCI was unable to maintain even the *minimum* recommended number of staff per shift on an almost daily basis.<sup>14</sup>

The OIG is currently investigating two significant incidents at TSCI from June and July, which involved inmates setting fires in the restrictive housing unit and an allegation of excessive use of force. The OIG also continually monitors the 2C housing unit, which is a limited movement housing unit. In addition, the OIG receives a continuous stream of contacts regarding quality of life and workplace conditions at TSCI.

## RECEPTION AND TREATMENT CENTER (RTC) — LINCOLN

This is the Department's name for the combined Lincoln Correctional Center (LCC) and Diagnostic and Evaluation Center (DEC). While these facilities are still functionally separate in many ways, they are physically connected and their staffs have been merged out of necessity due to shortages. The RTC is also undergoing significant expansion with the addition of an almost-

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<sup>14</sup> Each shift at a facility has a specific number of staff that are needed to fully staff a shift. They have also have a minimum staffing level and critical staffing level for each shift.

standalone, 384-bed high-security unit, as well as a new 32-bed mental health unit. The Legislature also appropriated funds for an additional 96 specialty beds at the RTC complex.

Within the RTC, the DEC side is a maximum security intake facility, the first stop for men entering NDCS custody. It was designed to hold 160 individuals; as of this report, it held approximately 500 men, or more than 300 percent of its design capacity. While a COVID outbreak created a bottleneck that caused the population to swell somewhat during this time, DEC is consistently the most crowded prison in Nebraska's correctional system and regularly holds well over double its capacity.

The LCC side is a medium/maximum security prison for men, with a mixture of general population and "mission specific" living units. One unit houses men with serious mental illnesses alongside men who are in restrictive housing. Another houses men with less severe mental health issues alongside a small number of general population inmates. A third includes protective management inmates as well as others on "limited movement" status due to security concerns. The remaining two units are general population.

RTC has seen a concerning decline in staffing levels and conditions in the past year. Director Frakes declared a staffing emergency there on June 28, 2021, the same day the OIG released a special report predicting such an emergency would be necessary in the near future.<sup>15</sup>

The OIG had been monitoring the staffing situation at the RTC for a few months prior to that declaration. On May 28, the OIG emailed Deputy Director Madsen the following:

*"Over the last few months, my office has seen more instances of significant staffing issues at LCC ... This comes at a time when the facility needs to be increasing the number of staff hired in anticipation of the finishing of the two projects in early 2022. In addition, I have had some contacts with people who believe that declaring a staffing emergency and going to 12 hour shifts is something that needs to be done to begin to address the current staffing situation.*

*"I thought I would reach out to you to ask three questions. First, how many total new positions are being created by the two expansion projects at LCC/DEC (I believe at one point I was told about 120)? Second, how many of those have been filled? Third, is the Department considering the declaration of a staffing emergency at the facility?"*

Deputy Director Madsen responded with an email that included:

*"We are aware of the staffing levels at all facilities. The total RTC staffing expansion is 125.5 fte, with 77 of those being custody positions. The funding for positions is not available until 7/1/2021, and then in year one (fy2022) the funding allows us to get full capacity by the end of the fiscal year – we received enough funds to fill all the positions for 4 months in fy2022, and then they are fully funded in fy2023 and beyond. This is consistent with the anticipated completion of the entire project by June of 2022. The first*

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<sup>15</sup> [https://nebraskalegislature.gov/pdf/reports/public\\_counsel/2021\\_OIG\\_Staffing\\_Update\\_Report.pdf](https://nebraskalegislature.gov/pdf/reports/public_counsel/2021_OIG_Staffing_Update_Report.pdf)

*position, an HR Manager, will be filled in July. We are continuously hiring custody staff.”*

He did not respond to the question regarding the staffing emergency.

On July 6, the OIG issued a memorandum to members of the Judiciary Committee which described the growing concerns about that facility, including how staff were being placed in precarious situations and how low staffing on the serious mental health/restrictive housing unit raised questions about the safety and wellbeing of men on that unit.<sup>16</sup> The memo noted that the OIG contacted Director Frakes about a specific situation there, and he responded by stating that a shifting of resources and a reduction of movement would be enough to meet the staffing needs on that specific occasion. He then stated, “Moving to the 12 hour shifts will resolve the issue (at least for now).” The situation continued to deteriorate. On August 13, the OIG emailed members of the Judiciary Committee again following an additional incident at the facility:

*I also want you to know that my office has been closely watching the events taking place at the Lincoln Correctional Center (and the Diagnostic and Evaluation Center (DEC) as they are basically becoming one prison) for the last couple of months. Around a month ago Director Frakes declared a staffing emergency for the united facility which resulted in a change of schedules for staff and inmates. Since they did that, I think that a case can be made that the situation has continued to deteriorate. Most days they have staff shortages and we have monitored these. The number of contacts with my office (and the Ombudsman's office) from inmates and staff alike at the facility have increased as well. In addition, Zach Pluhacek and I have made a number of visits to LCC and DEC to gain a better understanding of the impact of the staffing shortage on staff and the inmate population, including Zach shadowing staff at DEC for more than a 12 hour shift.*

In the past year, staff vacancies have more than doubled at the RTC, increasing from 51.5 in July 2020 to 103.5 in June 2021. Those include 66.5 corporal vacancies and 26 caseworkers. As previously noted, this has severely hampered operations. During the days, housing units are often shorthanded, and services like the kitchen and laundry are unable to run at full capacity. Lukewarm food, dirty laundry, delays in delivering medications, and going days without showers frustrates the inmate population. This leads to more hostile interactions with staff, resulting in units being locked down for security reasons (if they aren’t already due to staffing), producing further volatility.

At night, multiple units are sometimes left without any assigned staff for hours at a time. These include units at DEC which have many inmates sleeping on cots on the floor, and are unable to be locked down in cells in an emergency. In the event of an emergency, staff are pulled from additional units, leaving those inmates unattended, as well. This is despite maintenance and records staff, administrative assistants, and the wardens and his leadership team working posts at various times during the day and night. The number of staff actually working at the RTC on many nights is genuinely alarming. At this time, the OIG has decided not to release these specific

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<sup>16</sup> Attachment F: July 6, 2021 memorandum from the OIG to the Judiciary Committee



numbers due to potential security concerns, although it likely the men imprisoned there are well aware of the numbers themselves.

The OIG is investigating an August 12 incident in which men from the “limited movement” unit at LCC threw a table through a large window to gain access to the protective management area, joining a brawl that involved approximately a dozen inmates. The Department reported that three of those men were taken to an outside hospital for treatment. The OIG is reviewing additional incidents which took place on that unit as well as one of the general population units at LCC.

Completion of ongoing construction projects at RTC is expected to result in a need for approximately 125 more staff positions. As noted in Deputy Director Madsen’s email, 77 of them will be protective services (custody) positions. Combined with more than 100 vacancies, this adds up to at least 225 open positions. The OIG made the following recommendation in the June 28 staffing report:

*“As the LCC/DEC project moves toward its completion date, NDCS should release a detailed plan for how it will ensure adequate staffing within this merged facility, while retaining necessary staff at other facilities.”*

NDCS has not responded to this recommendation.

Recently, Director Frakes announced that the facility will condense activities at RTC to Monday through Thursday, 7 a.m. to 7 p.m., with very limited movement on the remaining days.<sup>17</sup> This was scheduled to begin on September 13. The OIG will continue to closely monitor the ongoing situation at the RTC, along with the Ombuds.

## COMMUNITY CORRECTIONS CENTER-LINCOLN (CCCL) — LINCOLN

CCCL is a community custody facility for men and women who are participating in work detail or work release. Recent additions to the facility include a 100-bed dormitory for men and a 160-bed facility for women, which provided for changes to the kitchen and dining areas, visitation and more. However, most of the men’s side of the facility (other than the new 100-bed dormitory) is operating at double its design capacity. Essentially, eight men are living in rooms designed for four men.

The overall design capacity for men at CCCL is currently 480. The female side is operating well below its design capacity (116 of 160 beds filled, in a recent example).

CCCL has had many challenges in the past year, including people walking away from the facility, using drugs, or being caught with contraband such as drugs or cellphones. The OIG will release a report later this year which examines some these issues and the Department’s response. Additionally, CCCL has seen an increase in staff vacancies since the beginning of the year,

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<sup>17</sup> Attachment G: September 2, 2021 Memorandums from Director Frakes to RTC staff and population

growing from six in January 2021 to 12 in June. The facility has welcomed two new hires in the past six months.

Recent or ongoing renovations are making positive changes to older parts of the facility. Another interesting initiative at CCCL was providing cooking classes for men and women in their new kitchen.

### COMMUNITY CORRECTIONS CENTER-OMAHA (CCCO) — OMAHA

CCCO is a smaller community corrections center which only houses men. (It once held a small number of women, prior to the opening of the new women's building at CCCL.) CCCO typically houses approximately 170 to 180 men on work detail or work release. It was originally designed to hold 90 people.

The facility changed leadership in summer 2021 after Warden Ryan Mahr was appointed to lead the Sarpy County Corrections Department. Shaun Settles, previously assistant warden at CCCL, became warden at the Omaha center in August. From July to December 2020, CCCO had zero staff vacancies. As of June 2021, they had three vacancies.

A new modular classroom was recently added to CCCO for education programming, an addition that had been in progress since 2015.

### NEBRASKA CORRECTIONAL YOUTH FACILITY (NCYF) — OMAHA

NCYF houses mostly teenagers and young men who were adjudicated as adults. It is a minimum, medium, and maximum custody facility, with educational and programming opportunities, as well as mental health staff.

Prior to 2021, the design capacity of NCYF was 68, and the operational capacity was 70. A change in the use of one unit has increased the design capacity to 76 and operational capacity to 95, according to the Department. However, the average daily population there was 62.8 individuals in FY2020-21.

Recently the facility added second beds to most of its cells, meaning NCYF could potentially hold twice its design capacity. (Interestingly, NCYF was originally designed to provide for construction of an additional housing unit on adjoining land, which could have doubled its capacity without double bunking cells.)

Staff vacancies there have increased, from three in January 2021 to 10 in June.

On June 14, 2021 six older inmates who have some background as peer supports or mentors were moved to NCYF to work with the younger population. This is an innovative program that bears watching in the months ahead.

## NEBRASKA CORRECTIONAL CENTER FOR WOMEN (NCCW) — YORK

NCCW is a secure facility that houses women classified for minimum, medium, and maximum custody levels. As of September 8, there were 290 women living at NCCW, slightly above its design capacity of 275. (When combining the population of NCCW with the female side of CCCL, women in the correctional system are actually housed below their total design capacity.)

NCCW has seen an increase in staff vacancies, from 15 in January 2021 to 25 in June. This reflects a number of new hires, as well as the addition of four new corporal positions.

Recent developments include a collaboration between NCCW, CCCL and the Mental Health Association to host an orientation to begin preparing women for the transition to community corrections, and the graduation of the first class of Inner Circle, a group of women who meet with others who are nearing release.

In the past year, NCCW has had two instances of drug/intoxicant contraband being found, and one cell phone. This is dramatically less contraband than is found in male facilities.

## OMAHA CORRECTIONAL CENTER (OCC) — OMAHA

The Omaha Correctional Center is a minimum and medium custody facility for men, with a design capacity of 396. During the past year, their average daily population was 766.5 men, or 193.6 percent of design capacity. OCC houses substance abuse and sexual offender treatment programs. It has a small restrictive housing unit and a skilled nursing facility that are shared by NCYF and CCCO.

In the past year, staff found no cell phones in the facility and reported a minimal number of issues with drug/intoxicant contraband.

Due to OCC being the hiring point for special details that travel to other facilities in the state, it is difficult to accurately describe its staff vacancies.

The open yard, lower security level, and smaller number of serious incidents make this a relatively desirable destination for many men in the prison system.

## WORK ETHIC CAMP (WEC) — MCCOOK

WEC is located in McCook and was originally operated by the Probation Administration. It was eventually transferred to NDCS to assist with crowding in the correctional system. The design capacity of WEC is 100, but it usually operates with more than 185 individuals and at times nears 200, meaning it is close to 200 percent of its design capacity. It is an open dorm-style facility that provides some substance abuse treatment programming.

Individuals who reside at WEC are classified 3B, a lower level of minimum custody. Many of these men later transfer to a community corrections center. WEC has experienced a very slight growth in vacancies during the past year.

In the past, the OIG has recommended additional construction at the facility, to include an indoor recreation area and, more importantly, educational and job training space. The OIG believes WEC could be used in collaboration with the community college system to provide valuable vocational training for incarcerated men, as well as soft skills training to better prepare them for transition to a community corrections center.

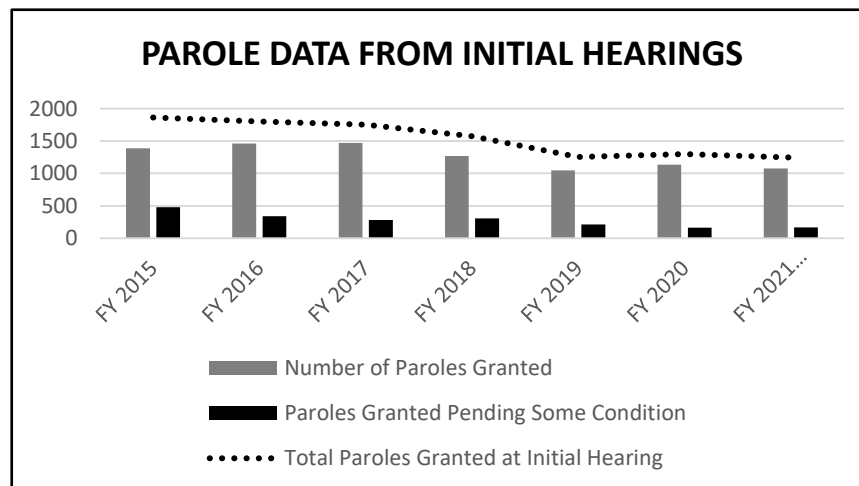
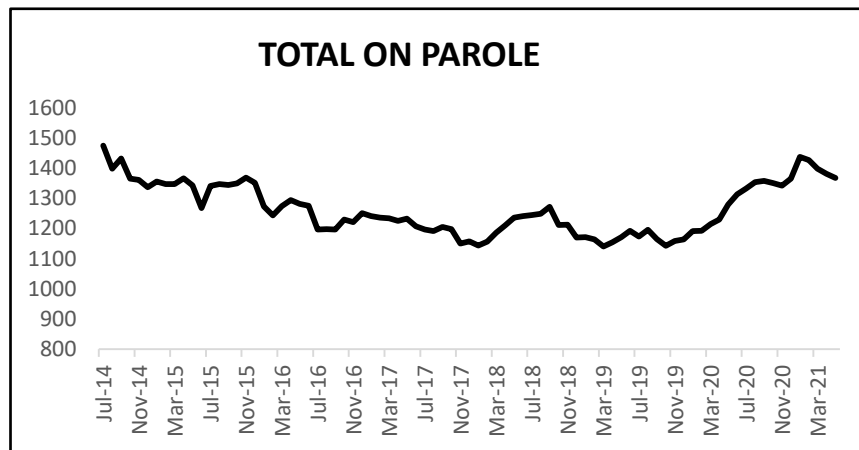
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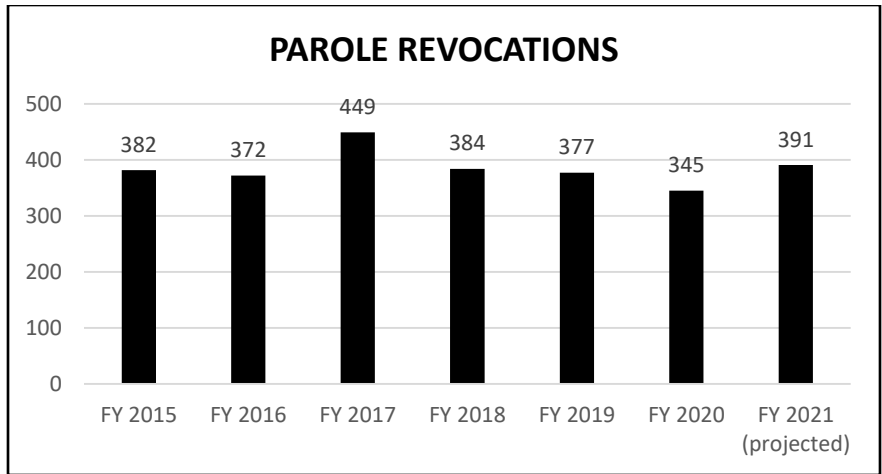
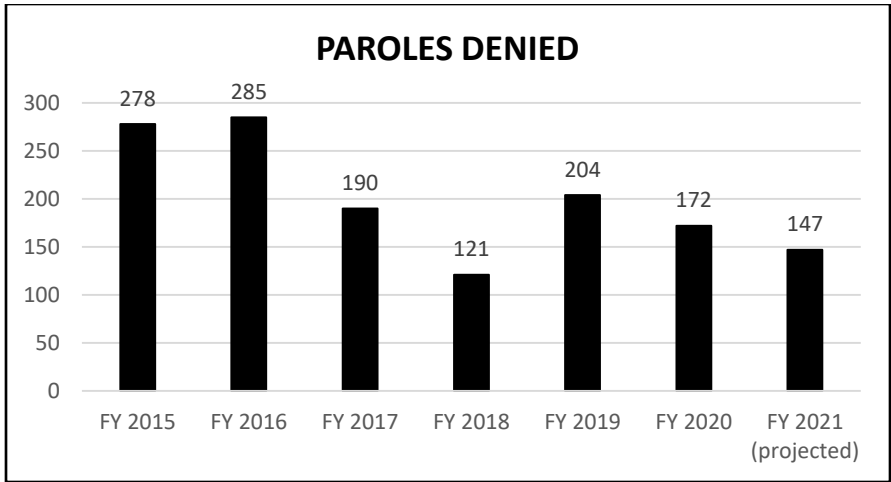
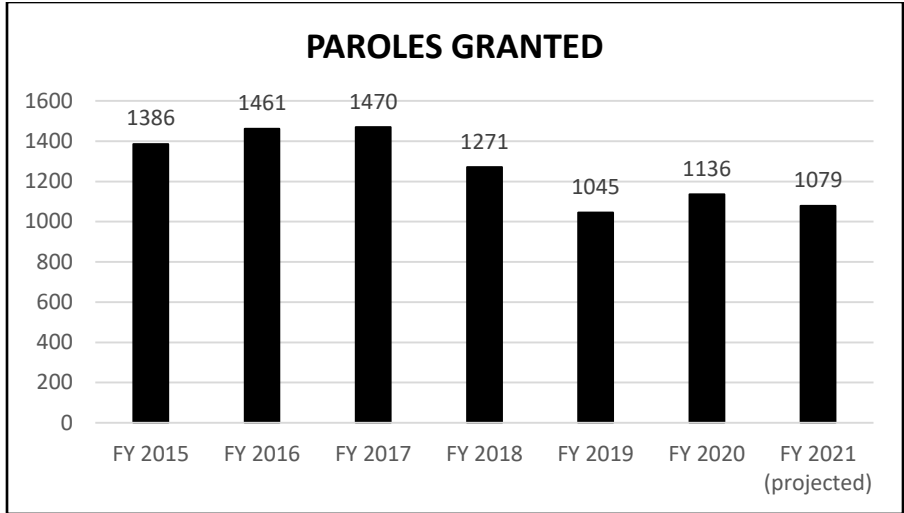
In 2015, the Legislature passed Legislative Bill 598 to transfer the administration of the Division of Parole Supervision (Parole) from NDCS to the Board of Parole effective July 1, 2016. The transition to the Board of Parole was made on July 1, 2016. The Director of Parole Supervision is Julie Micek. The Chairperson of the Board of Parole is Rosalyn Cotton.

It has now been five years since Parole was placed under the Board of Parole. As shared in past reports, many changes have taken place within that division. The OIG visits with staff of Parole on a regular basis and communicates with members of the Board of Parole when necessary. Parole is open and transparent with the OIG. The number of complaints received by the OIG regarding the Division of Parole Supervision is minimal each year, and many of these are more focused on the actions of the Board of Parole rather than the Division of Parole Supervision. Under state law, the OIG’s oversight includes the Division but not the Board of Parole; as such, the office does not pursue complaints related to Board actions.

## AT A GLANCE

The following charts offer a glimpse at some of the public-facing data provided by Parole:





## INVESTIGATIONS

As mentioned previously, the OIG receives minimal complaints regarding Parole itself. However, issues related to transitional housing for parolees have prompted a handful of OIG investigations in the past year. Many individuals on parole are permitted to live on their own or with family. Others live in transitional housing facilities paid for (in full or in part) by Parole, NDCS, or other state funding sources. The OIG intends to include findings and recommendations from its investigations on these matters in an upcoming report on community corrections and community supervision.

Parole is generally open and proactive in responding to these investigations. Of late, this includes providing the OIG with detailed updates on critical incidents involving parolees, and encouraging Parole staff to cooperate with investigations.

## OVERCROWDING EMERGENCY

State statute (Neb. Rev. Stat. § 83-963) requires NDCS to prepare an annual report on committed offenders who are paroled as a result of the Correctional System Overcrowding Emergency Act. This report was provided to the Legislature on December 28, 2020.<sup>18</sup> Although provided by NDCS, the report was actually written by the Board of Parole. The report contains some initial data, but the OIG anticipates future reports will provide a better understanding of the impact (or non-impact) of the overcrowding emergency.

### RECOMMENDATION

Update state statute to provide that the Board of Parole produce the annual overcrowding emergency report.

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<sup>18</sup>[https://nebraskalegislature.gov/FloorDocs/106/PDF/Agencies/Correctional\\_Services\\_\\_Department\\_of/241\\_20201230-155123.pdf](https://nebraskalegislature.gov/FloorDocs/106/PDF/Agencies/Correctional_Services__Department_of/241_20201230-155123.pdf)

## BEHAVIORAL HEALTH PROGRAMS

As shared in previous OIG reports, programming is a key part of the correctional experience and can have a major influence on overpopulation, successful reentry and also behavior inside the correctional system. The programming at NDCS can be divided into three categories: clinical, non-clinical and other.

Clinical programming is provided by a trained clinician and focuses on three main areas: violence/anger, substance abuse and sexual offender treatment. Non-clinical programming does not need to be provided by a trained clinician, but those that do provide it must have received the appropriate training. The two most significant non-clinical programs currently being provided at NDCS are Moral Reconciliation Therapy (MRT) and Thinking for a Change (T4C). These programs are not required by the Board of Parole in order to qualify for parole but they are recommended by NDCS, primarily through the use of the STRONG-R assessment tool. Data on clinical and non-clinical programs is provided in quarterly data sheets by NDCS.<sup>19</sup> The most recent one is from April-June 2021.<sup>20</sup>

There are a number of other groups that meet within NDCS facilities that are not considered to be NDCS programs. However, many of them have a significant value to institutional life and culture, and are desired by the inmate population. Some are groups run by the inmates themselves, and others may be run by volunteers or other groups from outside the facilities. There are many examples of positive events taking place that have the purpose of providing supports, guidance or some type of skill to those willing to participate. However, as mentioned previously, some of these groups have been impacted by the staffing shortage.

Previous OIG reports have provided significant information, findings and recommendations regarding programming. Those findings and recommendations largely remain unchanged.

### PROGRAM EVALUATION

In July 2016, a Program Analyst for NDCS (Ada Alvarez) issued a report that provided a qualitative analysis of the Violence Reduction Program, the Sex Offender Programming (inpatient and outpatient) and the Residential Treatment Community.<sup>21</sup> This was completed over a six month period and was the first of a planned three phase report. Unfortunately, the analyst left the employment with NDCS and due to changes made in the delivery of programming the report is no longer relevant. As a result, the second and third phases of the report were not completed and the first phase actually needs to be redone. The Alvarez report made many findings and recommendations regarding programming and was an excellent and comprehensive report.

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<sup>19</sup> The data sheets can be found under "Statistical Reports" at <https://www.corrections.nebraska.gov/public-information/statistics-reports/ndcs-reports>.

<sup>20</sup> Attachment H: Excerpt from NDCS Quarterly Population Summary, April – June 2021

<sup>21</sup> [https://www.corrections.nebraska.gov/sites/default/files/files/46/2016\\_clinical\\_programs\\_evaluation-phase\\_1.pdf](https://www.corrections.nebraska.gov/sites/default/files/files/46/2016_clinical_programs_evaluation-phase_1.pdf)



As discussed in the Statutory Compliance section of this report, Nebraska State Statute 83-182.01 states:

*(5) The department shall evaluate the quality of programs funded by the department. The evaluation shall focus on whether program participation reduces recidivism. Subject to the availability of funding, the department may contract with an independent contractor or academic institution for each program evaluation. Each program evaluation shall be standardized and shall include a site visit, interviews with key staff, interviews with offenders, group observation, if applicable, and review of materials used for the program. The evaluation shall include adherence to concepts that are linked with program effectiveness, such as program procedures, staff qualifications, and fidelity to the program model of delivering offender assessment and treatment. Each program evaluation shall also include feedback to the department concerning program strengths and weaknesses and recommendations for better adherence to evidence-based programming.*

Previous OIG reports have made recommendations related to the evaluation of NDCS programming and recently the Department acknowledged that more could be done to meet the requirements of this state statute. The OIG is encouraged by the communication regarding this and would strongly recommend that NDCS move forward on this as soon as possible so that an independent contractor or academic institution can conduct a full evaluation of each program in order to determine the effectiveness and delivery of the program, as well as the fidelity to the program model. These evaluations are key to the successful and effective delivery of programs in the future.

# CLASSIFICATION

Classification is the process NDCS uses to determine the setting where each committed person should be placed, including their assigned security level.

Factors that affect a person’s classification include their calculated security risk, their rehabilitative needs, and the amount of time they are expected to remain incarcerated. Classification can also be impacted by conflicts with other inmates, pending criminal charges, suspected gang activity, and individual needs such as a person’s transition plan or proximity to family.

The classification process starts with information gathering and recommendations by staff at the unit level. Decisions are then made by facility-level committees, wardens, or the Department’s deputy director for programs (or designee), depending on the nature of the decision. Additionally, the Board of Parole must approve all individuals being assigned to community-level custody.<sup>22</sup>

The table below reflects Department-wide classifications as of Sept. 2. (Note: Maximum is the default custody level for newly-committed people who are still awaiting classification. As a result, the count of 1X inmates here is higher than the number who will ultimately be classified at that level.)

Custody Level	Number	Percent
1X (Maximum)	1262	23.4
2X (Medium)	1704	31.6
3A (Minimum)	1348	25
3B (Minimum-B)	209	3.9
4A (Work Detail)	423	7.9
4B (Work Release)	441	8.2
<b>Total</b>	<b>5387</b>	<b>100</b>

## RECENT DEVELOPMENTS

There were two significant developments in this area in FY2020-21 which have the potential to impact discussions on corrections policy and system needs in the coming year:

- The Legislature commissioned a study of the Department’s inmate classification process. Funding for the study was included in the mainline budget bill (LB380). The study is being conducted by the Nebraska Center for Justice Research, a nationally recognized

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<sup>22</sup> NDCS Inmate Classification policy, § 201.01 (2020).

research center based at the College of Public Affairs and Community Service at the University of Nebraska Omaha.

- The Department digitized much of its classification process, moving away from pen and paper, which should make classification data more accessible. NDCS provided the OIG and the Ombudman's office with a presentation on the changes in August. During that meeting, NDCS said the change does not necessarily save time but is ultimately beneficial for data aggregation purposes. This appears to be a positive step by NDCS and the staff who provided the presentation were knowledgeable and quite informative.

The OIG believes transparency in the Department's classification decisions is essential to assessing future facility needs and other funding priorities, as well as possible changes to the state's criminal sentencing laws. The two steps mentioned above are promising, and we will continue to monitor their progress in the coming months.

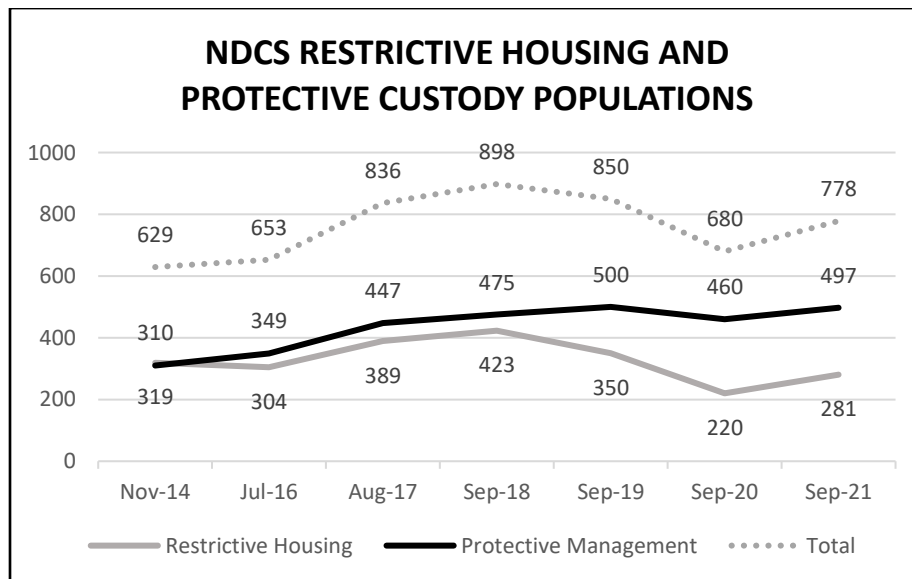
# RESTRICTIVE HOUSING

## RESTRICTIVE HOUSING POPULATION

Nebraska law defines restrictive housing as “conditions of confinement that provide limited contact with other offenders, strictly controlled movement while out of cell, and out-of-cell time of less than twenty-four hours per week.”<sup>23</sup> NDCS regulations define protective custody as the “status of an inmate who is housed in a safe location to reduce the risk of harm by others while having privileges similar to general population housing. Used to meet the needs of inmates who cannot be safely housed in other general population units, with the goal of helping reduce the Department’s use of restrictive housing.”<sup>24</sup>

As of November 2014, NDCS confined 319 individuals in restrictive housing, and 310 in protective custody (also called protective management). At the time, NDCS provided so little out-of-cell time for those in protective custody that they were functionally in restrictive housing, as well.

In 2015 and 2016, statutory and operational changes were made in attempts to decrease the number of people placed in restrictive housing, and to improve conditions for those living in restrictive housing, particularly those in long-term placements. During the past seven years, the number of individuals in protective management has gradually increased. The number in restrictive housing increased until late 2018 before lowering significantly. However, this number is apparently increasing again.

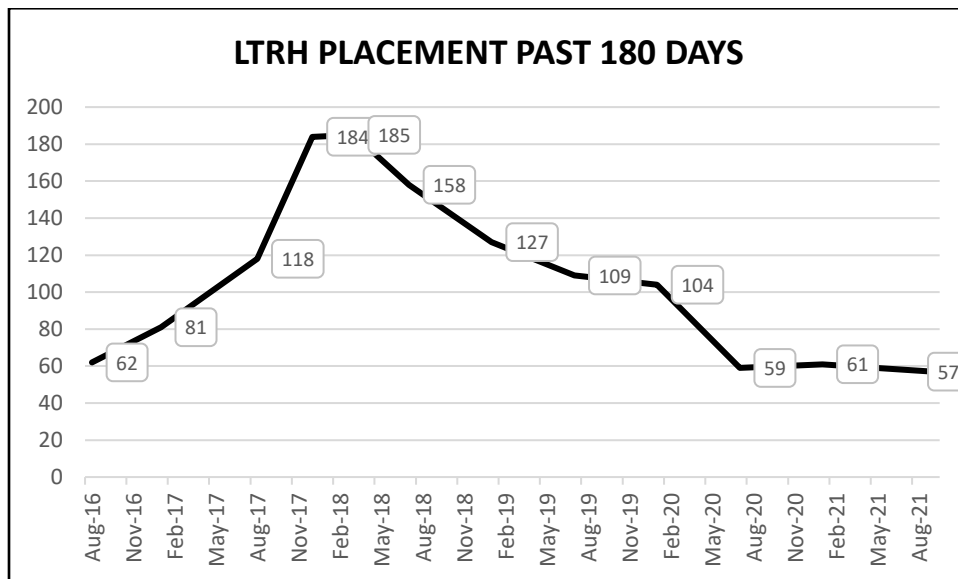


One more consistent trend has been the declining use of extended long-term restrictive housing by NDCS. Since early 2018, the number of individuals kept in a restrictive housing unit for at

<sup>23</sup> Neb. Rev. Stat. § 83-170

<sup>24</sup> 72 Neb. Admin. Code, ch. 1, § 005

least 180 days has lowered significantly. There has also been a reduction in the number of individuals held in restrictive housing for at least 1,000 days. As of September 1, 2021, 15 people had been in restrictive housing for at least 1,000 days. A year ago there, were 20 such individuals.



### Vulnerable Populations

State law bans the use of restrictive housing for those under age 18, pregnant women, and people with a serious mental illness, developmental disability, or traumatic brain injury.<sup>25</sup> However, the statutory definition of serious mental illness provides the Department with the ability to distinguish levels of care for individuals with serious mental illness and to place individuals with lower levels of care in restrictive housing. On September 1, 2021 there were 18 individuals with serious mental illnesses that had been in restrictive housing for at least 180 days. Six of those had a current level of care that would prohibit their placement in restrictive housing under NDCS policy.

### Special Units

Previous reports by the OIG laid out how the population in restrictive housing was being impacted to some degree by changes in other types of housing units. In 2017, NDCS established a new category of living units that were not restrictive housing, and yet not general population. They called them “close management units.” This model was initially used in Unit 2B at TSCI and 4B at NSP, then consolidated to Unit 2C at TSCI in 2019. There are typically 64 individuals in this unit.

In addition, LCC made changes to units with mentally ill inmates to provide for more out-of-cell opportunities. Previously, inmates in these units had access to very little out-of-cell time and were counted in the restrictive housing population. There is also a newer mental health unit in

<sup>25</sup> Neb. Rev. Stat. § 83-173.03

SMU B at TSCI that provides additional out-of-cell opportunities for those in this unit with a serious mental illness. There is currently a mix of mentally ill individuals and restrictive housing individuals in these units.

These changes may account for at least some of the decrease in restrictive housing placements.

## DOUBLE BUNKING

In the past four annual reports, the OIG has recommended that NDCS end the practice of double bunking in restrictive housing units for a number of reasons, including the safety of the two cellmates and the impact on their mental health. This practice primarily occurs at NSP.

Every three years, each correctional facility is audited by the American Correctional Association (ACA). At the most recent external audit of NSP in 2018, the ACA found that NSP did not comply with the following standard:

*ACA Standard 4-4141: All cells/room in segregation provide a minimum of 80 square feet, of which 35 square feet is unencumbered space for the first occupant and 25 square feet of unencumbered space for each additional occupant.*

The following is directly from the 2018 audit:

### *FINDINGS:*

*The restrictive housing at NSP do not provide the minimum square footage in either total cell space (80 sq. ft) or unencumbered space (35 sq. ft).*

### *FACILITY RESPONSE:*

#### *Waiver Request*

*NSP was granted a waiver from the Commission during the panel hearings in 2015. NSP restrictive housing in the Control Unit has 62 square feet, with 37.10 square feet of unencumbered space.<sup>26</sup> There has been no change in the architectural design of the 59-year-old Control Unit. As in the past, there is no reasonable option to increase the size of cells in this building.*

*Restrictive housing cells in Housing Unit #4 also fall short of the minimum 35-square feet of unencumbered space per inmate. These cells are 78 square feet in size and are dual occupancy with a total of 45.13 square feet of unencumbered spaces. Divided by two occupants each individual has 22.56 square feet of unencumbered space.*

*While NSP continues to operate over its rated capacity, efforts are made each day to maintain the highest quality of life, health and safety for inmates and staff. Every step is*

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<sup>26</sup> These cells only contain one inmate.

*taken to mitigate the effects of the increased population in an active, professional and caring fashion. Architectural modifications to increase the size of cells are not feasible given the physical layout/construction of the housing units; therefore, a waiver is being respectfully requested for this standard.*

**AUDITOR'S RESPONSE:**

*The auditor agrees with, and support of, the waiver request. There was no indication of any negative effects on the inmates in these housing units. Rather, the observation of these inmates indicated satisfaction with the space afforded.*

The OIG has met with many incarcerated individuals who are in those double-bunked cells and it is rare to find any who indicate “satisfaction with the space afforded.” In addition, recent visits to those units at NSP by the OIG and the Ombudsman’s office found conditions that were unsanitary, crowded and not resulting in the maintaining of the “highest quality of life.”

As mentioned in previous OIG reports, on December 17, 2015, Director Frakes stated in regards to restrictive housing practices, “If it is determined that the Department is not in compliance with the ACA standards we will look into what will need to be done. The goal is to have 100% compliance with ACA standards.”<sup>27</sup> The OIG agrees with Director Frakes and will continue to recommend that the practice of double bunking in restrictive housing be ended so that the ACA standards will be met without a waiver.

## RESTRICTIVE HOUSING WORK GROUP

The Legislature formed an external long-term restrictive housing work group in 2015 with the passage of Legislative Bill 598. The group has been led by Director Frakes since its first meeting on September 15, 2015. The 2019 OIG Annual report stated:

*In the past three OIG reports concerns were expressed about this group not having the impact that the Legislature anticipated when it came to advising NDCS on policies and procedures related to restrictive housing practices. Members had left the group and the number of people attending the few meetings of the group had dwindled. There also was little overlap between the work of the Internal Restrictive Housing Work Group and the external work group.*

The 2020 OIG Annual Report confirmed that these concerns were still valid one year ago, and there is no indication this has changed in the past year. In fact, it is difficult to find much of value that has been accomplished by this group in the last few years.

The work group is ending this year due to a sunset provision in the law.

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<sup>27</sup> Meeting minutes from the December 17, 2015 External Restrictive Housing Work Group meeting

## NCCW AND NCYF

NDCS recently ended the use of restrictive housing at NCCW and NCYF. At NCYF, if someone needs to be placed into immediate segregation they are transferred to OCC and placed in their restrictive housing unit. At NCCW, women can still be placed in the restrictive housing unit, but they are being let out of their cell at least four hours per day so they are not considered to be in a restrictive housing placement. This is a positive development for the women at NCCW. Legislation has been introduced in the past to extend out-of-cell time for all of those in restrictive housing placements, but it has been opposed by NDCS. It may be possible that the changes at NCCW will set the stage for additional changes for the men in restrictive housing placements so that there is more equality as far as treatment of men and women in those settings.

## LTRH RULES AND REGULATIONS

The rules and regulations for restrictive housing were last promulgated in 2016. As has been shared in past OIG reports, despite changes in restrictive housing practices and a commitment from Director Frakes to update the rules and regulations, this has not taken place as of the date of this report.

## NDCS RESTRICTIVE HOUSING REPORT

State law requires NDCS to issue an annual report regarding restrictive housing no later than September 15 each year. The 2020 report included a large amount of information on restrictive housing practices, including relevant data.<sup>28</sup> It is a good resource that should be reviewed by those interested in this important issue. The 2021 report is due the same day as the OIG annual report; both should be available on the Nebraska Legislature website that day.<sup>29</sup> The 2018 and 2019 OIG Annual Reports are also good sources for additional information on restrictive housing practices.<sup>30</sup>

## FINDINGS AND RECOMMENDATIONS

The OIG acknowledges that there have been positive changes made by NDCS regarding their restrictive housing practices, including the reduction of people staying in that setting for long periods of time. Many of these changes are similar to recommendations made to NDCS over the past six years by the OIG and the Ombudsman's office. Both offices spend a considerable amount of time in restrictive housing units speaking with staff and incarcerated individuals.

Staff shortages, particularly at TSCI, have impacted the ability of staff to fully carry out their job duties and responsibilities. They become stretched thin, and despite their best attempts, daily activities are often negatively impacted, ranging from the providing of shower and yard time to the conducting of LTRH reviews and reclassifications. There are a core group of staff at TSCI

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<sup>28</sup>[https://nebraskalegislature.gov/FloorDocs/106/PDF/Agencies/Correctional\\_Services\\_\\_Department\\_of/602\\_20200915-113847.pdf](https://nebraskalegislature.gov/FloorDocs/106/PDF/Agencies/Correctional_Services__Department_of/602_20200915-113847.pdf)

<sup>29</sup> <https://nebraskalegislature.gov/agencies/view.php>

<sup>30</sup> [https://nebraskalegislature.gov/reports/public\\_counsel.php#collapseTwo](https://nebraskalegislature.gov/reports/public_counsel.php#collapseTwo)



who have spent a considerable amount of their correctional careers in the restrictive housing unit and are dedicated to their jobs. These are difficult and taxing positions, even when the facility is not running consistently below minimum staffing levels. The people living in those units are fortunate to have these staff working there.

NDCS, and all correctional systems, face significant challenges in operating their restrictive housing units. There are still many people who have spent significantly long periods of time in these settings, which impacts most of them in negative ways.

## RECOMMENDATIONS

- Changes in policy and operation of restrictive housing units at NDCS should be transparent and provided to the OIG and the Ombudsman’s office. In the recent past, the Department’s level of transparency and cooperation has diminished.
- If the Legislature decides to extend the life of the external long-term restrictive housing work group, it will be important that the following take place:
  - \* The work group should meet at least two times per year, but more often than that should be considered so that the non-NDCS members can stay more informed about the restrictive housing practices within NDCS;
  - \* The Director should follow state law and “provide the work group with quarterly updates on the department's policies related to the work group's subject matter and with any other information related to long-term restrictive housing that is requested by members of the work group.” This has never taken place in the group’s six years, despite continual updates and changes to policy by NDCS and it being a requirement in state law;
  - \* NDCS and its Director should follow the provision of state law that states “the work group shall advise the department on policies and procedures related to the proper treatment and care of offenders in long-term restrictive housing”; and
  - \* All members of the work group should be allowed inside the correctional facilities to witness what takes place within the restrictive housing units. There is currently one member of the work group who is not allowed inside the correctional facilities by Director Frakes.



In August 2021, at least one NDCS employee and two incarcerated men died of suspected COVID-19 complications. These two men were both assigned to DEC and died on the same day. On Sept. 11, two more incarcerated men died after having been diagnosed with COVID-19.

The OIG is still investigating these deaths, which are not included in data in this report but will be in the next annual report. In total, the OIG is aware of at least 11 people incarcerated within Nebraska prisons whose deaths may be attributed to the coronavirus, including four within roughly the past month.

The OIG continues to monitor the COVID-19 situation within the state's correctional facilities, and has provided periodic feedback to the Department throughout the pandemic. As mentioned before, this office intends to produce a special report on the coronavirus pandemic at a later date.

## ALLEGED HOMICIDE

On the night of Nov. 6, 2020, staff in Housing Unit 2 at the Nebraska State Penitentiary found 20-year-old Kevin C. Carter unresponsive on the floor of his cell. He was pronounced dead later that night. A grand jury later indicted his cellmate, 31-year-old Angelo Bol, on a charge of first-degree murder in connection with Carter's death. This charge is still pending, and the OIG investigation into the incident is ongoing.

## COMPASSIONATE RELEASE

Nebraska law provides for medical parole, also known as compassionate release, of committed offenders who are terminally ill or permanently incapacitated, provided they are not sentenced to death or to life in prison. Medical parole decisions are made by the Parole Board in consultation with the Department.

In FY2020-21, the OIG reviewed cases of one man and one woman who were committed to the Department and died after contacting the Ombudsman's office for information about medical parole or similar relief. Neither individual was successful in obtaining medical parole. In the man's case, Department medical staff did not recommend release because they found it too difficult to determine his life expectancy. He ended up suffering a massive stroke and died about seven months after contacting the Ombuds.

In the woman's case, she wrote the Ombuds in late January 2021 after learning her cancer would be terminal and determining she was ineligible for medical parole due to having a life sentence. Her letter reads, in part, as follows:

*"I am unsure if the next route is to file a commutation, sadly, we know how long that could take.*

*"I feel as though my institutional record can help immensely. I have completed almost every program/class offered. I have graduated from York College with an Associate's Degree. I also volunteer with Domesti-pups .... I am a peer mentor. I came in at a young*

*age with somewhat of a tainted past. Therefore, I understand the younger generation and try to help them gain the tools they need to become successful. I have had 58 misconduct reports since 1999. However, I have not received one since May 3, 2016. I have not incurred any violent misconduct reports.*

*“I also have a residence already in place and a strong family, friends, and religious support system to help me with any medical, mental health, etc. needs that will come along the way.”*

She died at the Nebraska Correctional Center for Women in York, one month after sending this letter.

The state’s medical parole laws were enacted by the Legislature in 2005 and amended in 2018 to remove a requirement that individuals be eligible for traditional parole in order to be placed on medical parole. Still, the OIG is unaware of anyone in recent history receiving medical parole in Nebraska. This leads us to believe the system is impracticable or nearly impracticable as it currently exists.

#### Case of John Doe

In late March 2020, at age 22, Mr. Doe (his name has been redacted out of respect for his family) was diagnosed with a cancerous tumor on his brain stem which was “not compatible with life.” At the time, he was committed to the Nebraska State Penitentiary.

His mother contacted the Ombuds within days to seek help having him transferred to hospice. By this point, Mr. Doe was unresponsive and on a ventilator at Bryan Medical Center West Campus, yet still handcuffed to his hospital bed per NDCS policy. The handcuffs were later removed due to the Ombuds working with NDCS.

The Ombuds worked with the family, NDCS, the hospital and the Board of Parole for several weeks to facilitate discussions about his case. In the meantime, his condition appeared to improve unexpectedly. He regained some movement and speech. He was brought back to the prison’s skilled nursing facility on April 28, but remained bedridden. The Department stopped considering his family’s request for medical parole.

His improvement was temporary. Mr. Doe returned to the hospital in mid-July, returned to NSP again for about a week, then was taken back to the hospital by ambulance on August 3.

Discussions about his medical parole resumed, but Mr. Doe died on August 18 at Bryan West. His death is not reflected in the data in this report because of when it took place, but it will be included in next year’s report.

## RECOMMENDATIONS

- The Legislature should consider clarifying the medical parole statutes to provide for emergency consideration and a shorter public notice period in cases where the applicant is terminally ill and has a short life expectancy, and to specifically allow for a power of attorney to appear in their place if the applicant is unable to participate in the proceedings.
- Additionally, the Legislature should examine the medical parole system more broadly to determine if it is functioning as intended and whether additional statutory changes would be beneficial.

# STATUTORY COMPLIANCE

## STRATEGIC PLANS

LB 33, passed by the Legislature in 2015, contained the following section:

*Sec. 3. (1) For the biennium ending June 30, 2019, and the biennium ending June 30, 2021, the Department of Correctional Services shall, as part of the appropriations request process pursuant to section 81-132, include a strategic plan that identifies the main purpose or purposes of each program, verifiable and auditable key goals that the department believes are fair measures of its progress in meeting each program's main purpose or purposes, and benchmarks for improving performance on the key goals. The department shall also report whether the benchmarks are being met and, if not, the expected time frames for meeting them.*

*(2) Not later than September 15 in 2017, 2018, 2019, 2020, and 2021, the Department of Correctional Services shall report electronically to the Judiciary Committee of the Legislature and the Appropriations Committee of the Legislature on the progress towards the key goals identified pursuant to this section that occurred in the previous twelve months. In calendar years 2017, 2018, 2019, 2020, and 2021, the department shall appear at a joint hearing of the Judiciary Committee and Appropriations Committee and present the report.<sup>31</sup>*

The Department first issued a strategic plan in October 2015, then followed with a progress summary in 2016. A new strategic plan was issued in September 2016, and progress reports were issued in October 2017 and December 2018. A third strategic plan was issued September 2018.<sup>32</sup> No further strategic plans have been issued by NDCS. The OIG contacted staff of the two committees named in LB 33, and they were unaware of any reports of the nature described in subsection (2) of Section 3 being provided to their committees, other than those mentioned above.

## PROGRAMS

Neb. Rev. Stat. § 83-182.01 states:

*(5) The department shall evaluate the quality of programs funded by the department. The evaluation shall focus on whether program participation reduces recidivism. Subject to the availability of funding, the department may contract with an independent contractor or academic institution for each program evaluation. Each program evaluation shall be standardized and shall include a site visit, interviews with key staff, interviews with offenders, group observation, if applicable, and review of materials used for the*

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<sup>31</sup> Once passed and signed into law this section became Nebraska State Statute 83-918.

<sup>32</sup> All of these documents can be located at <https://www.corrections.nebraska.gov/public-information/statistics-reports/ndcs-reports>.

*program. The evaluation shall include adherence to concepts that are linked with program effectiveness, such as program procedures, staff qualifications, and fidelity to the program model of delivering offender assessment and treatment. Each program evaluation shall also include feedback to the department concerning program strengths and weaknesses and recommendations for better adherence to evidence-based programming.*

This was passed into law in 2015 as part of LB 605. The OIG recently requested all evaluations of programs completed to meet this requirement since 2015. NDCS provided some information, but they acknowledged they had more work to do in order to fully comply with the statutory compliance. The OIG requested information on the Department's specific plans for compliance, and received no response.

## RESTRICTIVE HOUSING

Neb. Rev. Stat. § 83-4,114 provides for a long-term restrictive housing work group beginning 2015. The statute requires that the NDCS Director provide quarterly reports to the work group. As shared in the restrictive housing section of this report, these quarterly reports have not been provided to the working group ever in the past six years. The work group was also required to meet at least twice per year, but recently has only met once during a 12-month period.

Neb. Rev. Stat. § 83-173.03 prohibits placing individuals with a serious mental illness in restrictive housing. As shared also in the restrictive housing section of this report, there are currently individuals with a serious mental illness that have a higher level of care than allowed in NDCS policy in that setting.

## DATABASE ACCESS

Neb. Rev. Stat. § 47-913 requires NDCS to:

*“...provide the Public Counsel and the Inspector General with direct computer access to all computerized records, reports, and documents maintained by the department in connection with administration of the Nebraska correctional system, except that the Public Counsel's and Inspector General's access to an inmate's medical or mental health records shall be subject to the inmate's consent.”*

This would specifically include the Nebraska Inmate Case Management System (NICAMS). However, NDCS has had difficulty in complying with the law regarding access to this system, despite repeated requests over the years for full access (except for medical and mental health records). The OIG or the Ombuds will, in interviews with Department staff, learn about tabs within the system that were not made available to our offices.

Continued concerns about this recurring non-compliance prompted the OIG to recently approach the Office of the Chief Information Officer (OCIO) for assistance. The OCIO has been very helpful, and has now set up a system to ensure the OIG and Public Counsel have access to new

tabs within the system going forward. While this is a positive step, it is frustrating that the Department failed to address the matter itself.

## RECOMMENDATIONS

- The Department should provide a comprehensive progress update of items mentioned in previous strategic plans to the Governor and the Legislature no later than December 31, 2021.
- The Legislature should review Neb. Rev. Stat. § 83-918 and determine whether it needs to be stricken or if it should be amended to apply to years beyond 2021.



## OTHER RELEVANT ISSUES

The following are examples of additional issues which merit further attention as they relate to the Nebraska correctional system:

### TORT CLAIMS

An interim study has been introduced in the Legislature to examine issues related to tort claims for incarcerated individuals. In the past, incarcerated individuals were told to file a tort claim if they had property lost, stolen, or damaged during their confinement. (This is common in prison, particularly when short staffing limits supervision and makes it easier for inmates to enter the cells of other inmates.) As part of the tort claim process, individuals might receive reimbursement. However, a finding by the Nebraska Supreme Court in 2019 impacted this process by recognizing correctional staff as law enforcement officers covered by the exception to the waiver of sovereign immunity contained in subdivision (2) of Neb. Rev. Stat. § 81-8,219. The result is a narrowing of the tort claims process for incarcerated individuals to extremely limited circumstances. Despite this ruling and the apparent futility of filing a tort claim in many cases, correctional staff and NDCS leadership have continued to encourage incarcerated individuals to utilize this process. NDCS is aware of this issue but has not sought a legislative remedy. This issue is the subject of an interim study resolution, LR 138. The interim study will provide NDCS with an opportunity to propose a legislative remedy to this issue.

### MAIL AND CONTRABAND

In an effort to control the flow of illegal drugs, specifically K2, into the correctional facilities, NDCS has implemented extensive copying of inmate mail. At the Nebraska State Penitentiary, this includes legal mail and other legally confidential mail. The OIG and the Ombuds have received complaints about privacy and other issues with this process. The OIG is also concerned about the cost to the state and the time demands on staff. This is an issue which is jointly being followed by the OIG and the Ombuds due to impacting individuals but also having the potential to be a systemic issue.

### JOB TRAINING AND EDUCATION

In past reports, the OIG has emphasized the need for more educational and vocational training opportunities to better prepare incarcerated individuals for reentry. Such programs, including soft-skills programs, might also help improve institutional behavior and success in community corrections settings. While not explored in detail in this year's report, the OIG believes expanding these programs should be a priority for NDCS and policymakers going forward.

## MEDICAL CARE AND ELECTRONIC HEALTH RECORDS

The OIG and the Ombuds receive regular complaints about medical care within the correctional system. State law requires NDCS to provide a community standard of care to those in its custody.<sup>33</sup>

Related to the delivery of quality medical care is the long-identified need for the Department to establish an electronic health records (EHR) system. The OIG first discussed the need for EHR in the 2016 Annual Report. In its 2018 Strategic Plan, NDCS stated the Department would fully implement electronic health records. The Legislature later provided funding for the Department to purchase or contract for use of such a system, but NDCS decided to create its own. The OIG recently requested an update on this effort, and was told it would not be completed for another three years (2024). The OIG will continue to monitor the progress of EHR project.

## BODY CAMERAS

An issue that is frequently raised with the OIG by staff, incarcerated individuals, and others is the limited use of body-worn cameras within NDCS. Body cameras are valuable tools in resolving disputes and ensuring appropriate behavior by inmates and staff. While certain facilities use body cameras, others do not. This includes facilities which have a significant number of critical incidents that are reviewed by the OIG.

## ADDITIONAL OIG REPORTS

The OIG recently released a summary of a report that reviewed issues surrounding the arrest of an employee at NSP. This report was completed last year but the summary was not issued due to action being taken by outside justice agencies.<sup>34</sup>

The OIG is currently investigating incidents related to community corrections and parole, a significant allegation of excessive use of force at one facility, contraband-related incidents, numerous serious incidents at the RTC, as well as other systemic issues. These will be documented in future reports and summarized in next year's annual report.

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<sup>33</sup> Neb. Rev. Stat. § 83-4,155

<sup>34</sup> [https://nebraskalegislature.gov/pdf/reports/public\\_counsel/2021\\_OIG\\_Summary\\_Staff\\_Arrest\\_Report.pdf](https://nebraskalegislature.gov/pdf/reports/public_counsel/2021_OIG_Summary_Staff_Arrest_Report.pdf)

## REVIEW OF PAST RECOMMENDATIONS

For past annual reports, the OIG offered Director Frakes an opportunity to provide feedback on past recommendations made to NDCS prior to the publication of the new report. (This process was more limited in 2020 due to the coronavirus pandemic.) This year, Director Frakes agreed to update his responses to a selection of previous recommendations. The OIG requested updates to 53 past recommendations, of which he responded to 17. These are included with this report.<sup>35</sup>

The OIG encourages readers to review the attachment with the recommendations and the responses, but offers some highlights below:

- In 2016, the OIG recommended establishing a two-year pilot program to provide a specialized program for individuals with a developmental disability. In 2017, NDCS responded by indicating the Department would have housing dedicated to that population by January 2019. In 2018, NDCS indicated that this had been extended to July 2019. In 2019, after this had not been done, the Department indicated it was a top priority and this work would be prioritized over the next seven months. In 2021, the Department indicated that a newly funded but far-from-complete expansion at RTC (which was not requested but NDCS) will house these individuals.
- In 2018, the OIG recommended that NDCS conduct exit interviews of inmates who are released from community corrections centers. NDCS responded that it would pilot that in 2019 at CCCL in the female unit. The OIG contacted CCCL and was unable to find anyone who could provide details of such a pilot program.
- In 2018, the OIG recommended that NDCS meet with leaders of Nebraska’s community colleges to discuss working with them to establish career tracks and other classes or training programs. The Department responded that it was working with the Department of Labor and Doane College and exploring potential pilot programs. Despite efforts from the OIG to identify these pilot programs, NDCS never was able to provide any details. This year, Director Frakes noted that a scholarship program was started in partnership with Peru State College. This program is for a small group of students who have yet to become full-time staff. The purpose of the OIG’s recommendation was to assist with recruiting, developing, and growing the entire NDCS workforce (or a large portion of it), not just a small group focused on the Tecumseh State Correctional Institution.
- Other recommendations from the 2017 and 2018 annual reports which were aimed at recruitment and retention of staff received a very minimal response from Director Frakes, such as “Compensation work for 2019 is completed.”
- In 2018, the OIG recommended that NDCS consider reviving the plan for a qualitative analysis of clinical programming. In 2019, NDCS responded stating “done” but there is no evidence anything was done. This year, Director Frakes stated, “Exploring options to

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<sup>35</sup> Attachment I: NDCS Response to Past OIG Recommendations

get this work completed.” The response related to a separate 2019 OIG recommendation to review effectiveness of the Department’s substance abuse treatment programs. NDCS responded to this in 2020 by stating efforts were underway to initiate a research project on their program and that with the help of the OIG that they had begun forming a relationship with NABHO. The OIG contacted NABHO and was informed that they had not been contacted in the past year by NDCS. In 2021, Director Frakes stated that the Department is exploring options to complete a review of substance abuse treatment, indicating that what was said in 2020 did not take place. In 2020, the OIG recommended that NDCS finish the three-part programming report that was started by a former NDCS staff member and review her work to determine if any action was taken as a result of the report. Director Frakes stated in 2021 that they were exploring options to resume reviews of clinical treatment.<sup>36</sup>

- In 2019, the OIG recommended expanding the use of body-worn cameras. NDCS responded in 2020 by stating the cost/benefit ratio does not support more widespread use of body cameras, and that other technology needs were a higher priority.
- Nine recommendations from the 2020 OIG Annual Report never received a response. These included a recommendation to work with the OIG to study the role of race as it relates to transfers of inmates between institutions and different custody stages within the system; having Director Frakes and his leadership team hold town hall meetings for each shift of workers at CCCL and those incarcerated at CCCL in order to receive input on the conditions at the facility; revamping the exit interview process, and setting up a system to report outcomes and action items that would result from an enhanced exit interview program; contracting for an updated study on the use of “good time” by the correctional system; providing a plan to address the Department’s \$60 million maintenance backlog to the Governor and the Legislature; and working with Parole to determine what happened to formerly incarcerated individuals who had a domestic violence program recommendation and did not receive such programming.
- The OIG made six recommendations as part of its 2021 staffing report. Director Frakes responded to one of the six, a recommendation that Department leaders should engage in significant, ongoing discussion with individuals impacted by wage compression. His response was, simply, “on-going.” The OIG has interviewed many staff impacted by this important issue, and has yet to find a single one who has had a discussion on the subject with anyone in a leadership role at NDCS. Furthermore, numerous staff told the OIG that when they attempted to learn more about the Department’s plan to address wage compression, they were given no information.
- The other recommendations from the staffing update included providing a detailed plan on how to staff the expansion at RTC; examining the efficacy of the current bonus program; engaging with behavioral health staff to gain a better understanding of their

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<sup>36</sup> The Statutory Compliance section of this report details how this statutory requirement has not been fully followed by NDCS.

concerns and to demonstrate a commitment to addressing vacancies in this area of NDCS; taking action to decrease the reliance on contracted medical positions; and examining the impact of staffing emergencies on inmate conduct and rehabilitative outcomes at NSP and TSCI.

Again, the OIG encourages readers to peruse our past recommendations and examine the Department's responses to those recommendations.

## 2021 RECOMMENDATIONS

The following is a summary of recommendations made within this annual report.

### STAFFING-RELATED RECOMMENDATIONS

- As construction nears completion on the RTC expansion project, NDCS should release a detailed plan for how it will ensure adequate staffing within this merged facility, while retaining necessary staff at other facilities.
- The Department and the Governor should seriously consider utilizing outside resources under the state’s control, such as the Nebraska National Guard, to provide relief for correctional staff and help secure facilities.
- Because public safety is an essential service, the State of Nebraska should craft a plan for immediate and long-term recruitment and retention of correctional staff which takes into account the potential for continued workforce shortages.
- Department leaders should engage in significant, ongoing discussions with individuals impacted by wage compression to gain a better understanding of their concerns and demonstrate a commitment to addressing this issue.
- The Department should examine the efficacy of its new \$15,000 bonus program. This examination should take into account the impact on hiring and retention of other key positions within NDCS. Results should be shared with the Governor and the Legislature.

### OTHER RECOMMENDATIONS

#### Parole

- Update state statute to provide that the Board of Parole produce the annual overcrowding emergency report.

#### Restrictive Housing

- Changes in policy and operation of restrictive housing units at NDCS should be transparent and provided to the OIG and the Ombudsman’s office. In the recent past, the Department’s level of transparency and cooperation has diminished.
- If the Legislature decides to extend the life of the external long-term restrictive housing work group, it will be important that the following take place:
  - \* The work group should meet at least two times per year, but more often than that should be considered so that the non-NDCS members can stay more informed about the restrictive housing practices within NDCS;
  - \* The Director should follow state law and “provide the work group with quarterly updates on the department's policies related to the work group's subject matter and with any other information related to long-term restrictive housing that is requested by members of the work group.” This has never taken place in the group’s six years, despite continual updates and changes to policy by NDCS and it being a requirement in state law;
  - \* NDCS and its Director should follow the provision of state law that states “the work group shall advise the department on policies and procedures related to the proper

treatment and care of offenders in long-term restrictive housing”;

\* All members of the work group should be allowed inside the correctional facilities to witness what takes place within the restrictive housing units. There is currently one member of the work group who is not allowed inside the correctional facilities by Director Frakes.

### Compassionate Release

- The Legislature should consider clarifying the medical parole statutes to provide for emergency consideration and a shorter public notice period in cases where the applicant is terminally ill and has a short life expectancy, and to specifically allow for a power of attorney to appear in their place if the applicant is unable to participate in the proceedings.
- Additionally, the Legislature should examine the medical parole system more broadly to determine if it is functioning as intended and whether additional statutory changes would be beneficial.

### Statutory Compliance

- The Department should provide a comprehensive progress update of items mentioned in previous strategic plans to the Governor and the Legislature no later than December 31, 2021.
- The Legislature should review Neb. Rev. Stat. § 83-918 and determine whether it needs to be stricken or if it should be amended to apply to years beyond 2021.

## CONCLUSION

The goal of each report from this office is to provide policymakers and the public with a better understanding of Nebraska's correctional system and ways the system can be improved. Each of our annual reports builds upon those from years before. As mentioned previously, there are many issues not mentioned in this document which still merit attention. Their omission from this report should not indicate that they are any less important to this office than items which were included.

The OIG wishes to again thank the hundreds of individuals who contributed to this report. Nebraska's correctional system is of great interest and concern to many people, and we appreciate those who are willing to share their experiences and insights.



*This year's report is dedicated to John Krecji. John passed away in August after a long career of following his heartfelt convictions. He spent his years since retirement advocating for criminal justice reform, but more importantly he advocated for people. He was an inspiration to many, and even though some disagreed with John, they could not question his desire to help others and to make our world a better place. John's passion and love for all people will be sorely missed.*



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**OFFICE OF INSPECTOR GENERAL  
OF THE NEBRASKA CORRECTIONAL SYSTEM**

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**ATTACHMENTS TO THE REPORT**

# State of Nebraska Agency Vacancy Report

June 30, 2021

## Agency Correctional Services - Agency 46

Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04600005	K09121	Administrative Assistant I	Full time	11/14/2020	\$15.63	\$32,504.16	\$16.79	\$34,912.80
04600014	K31113	Attorney III	Part time	10/14/2019	\$32.21	\$67,003.04	\$35.12	\$54,788.76
04600035	V17123	Personnel Manager II	Full time	6/17/2021	\$25.15	\$52,314.08	\$30.48	\$63,388.00
04600046	M84550	Facilities Management Systems Coordinator	Full time	7/18/2020	\$22.77	\$47,359.52	\$27.26	\$56,702.88
04600097	P66112	Corrections Corporal	Full time	6/1/2021	\$20.00	\$41,600.00	\$22.48	\$46,762.56
04600103	P66112	Corrections Corporal	Full time	5/24/2021	\$20.00	\$41,600.00	\$22.87	\$47,577.92
04600122	S19111	Accounting Clerk I	Full time	6/5/2021	\$12.17	\$25,317.76	\$12.77	\$26,561.60
04600128	S19112	Accounting Clerk II	Full time	5/10/2021	\$14.07	\$29,257.28	\$14.39	\$29,931.20
04600134	S19112	Accounting Clerk II	Full time	5/10/2021	\$14.07	\$29,257.28	\$14.39	\$29,931.20
04600139	S01841	Staff Assistant I	Full time	3/6/2021	\$14.90	\$30,992.00	\$14.90	\$30,992.00
04600302	N74212	Psychiatrist/Clinical	Full time	1/4/2019			\$120.19	\$249,999.36
04600312	H75014	Registered Nurse (new)	Full time	10/4/2019	\$25.01	\$52,024.96	\$31.98	\$66,526.72
04600314	H75014	Registered Nurse (new)	Full time	7/11/2017	\$25.01	\$52,024.96	\$27.78	\$57,780.32
04600316	H75014	Registered Nurse (new)	Full time	6/1/2020	\$25.01	\$52,024.96	\$29.43	\$61,204.00
04600324	I75013	Licensed Practical Nurse (new)	Full time	4/15/2021	\$18.00	\$37,440.00	\$18.45	\$38,376.00
04600330	I75013	Licensed Practical Nurse (new)	Full time	10/23/2019	\$18.00	\$37,440.00	\$21.60	\$44,928.00
04600335	I74250	Optometric Aide	Part time	5/11/2020	\$10.84	\$22,553.44	\$11.09	\$11,535.68
04600345	S01312	Word Processing Specialist II	Full time	9/9/2020	\$12.04	\$25,034.88	\$12.60	\$26,111.00
04600350	I75013	Licensed Practical Nurse (new)	Full time	5/1/2020	\$18.00	\$37,440.00	\$19.80	\$41,111.00
04600361	H75014	Registered Nurse (new)	Full time	8/16/2017	\$25.01	\$52,024.96	\$23.33	\$48,511.00
04600362	H75014	Registered Nurse (new)	Full time	6/13/2020	\$25.01	\$52,024.96	\$31.27	\$65,011.00
04600365	I75013	Licensed Practical Nurse (new)	Full time	6/26/2017	\$18.00	\$37,440.00	\$19.86	\$41,311.00
04600366	H75014	Registered Nurse (new)	Full time	5/29/2021	\$25.01	\$52,024.96	\$31.27	\$65,011.00
04600379	H75014	Registered Nurse (new)	Full time	11/15/2017	\$25.01	\$52,024.96	\$19.66	\$40,811.00

Attachment A

# State of Nebraska Agency Vacancy Report

June 30, 2021

## Agency Correctional Services - Agency 46

Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04600381	I75013	Licensed Practical Nurse (new)	Full time	12/3/2019	\$18.00	\$37,440.00	\$19.80	\$41,173.60
04600383	H75014	Registered Nurse (new)	Full time	5/24/2021	\$25.01	\$52,024.96	\$25.59	\$53,220.96
04600384	H75014	Registered Nurse (new)	Full time	8/1/2020	\$25.01	\$52,024.96	\$30.10	\$62,612.16
04600402	D74150	Dentist	Part time	9/6/2018	\$39.49	\$82,145.44	\$54.38	\$56,559.36
04600403	A07081	IT Business Systems Analyst	Full time	5/24/2021	\$23.51	\$48,904.96	\$24.61	\$51,180.48
04600407	I74110	Dental Assistant	Full time	5/19/2018	\$12.67	\$26,359.84	\$12.49	\$25,970.88
04600408	I74110	Dental Assistant	Full time	7/8/2019	\$12.67	\$26,359.84	\$16.31	\$33,928.96
04600409	D74150	Dentist	Part time	2/2/2019	\$39.49	\$82,145.44	\$59.35	\$92,584.44
04600410	I74110	Dental Assistant	Full time	8/28/2019	\$12.67	\$26,359.84	\$18.90	\$39,301.60
04600423	I74711	Pharmacy Technician	Full time	5/8/2019	\$12.44	\$25,864.80	\$12.44	\$25,864.80
04600503	N74823	Psychologist/Licensed	Full time	9/2/2020			\$49.18	\$102,300.64
04600504	N74823	Psychologist/Licensed	Full time	6/2/2020			\$54.21	\$112,760.96
04600508	H72432	Mental Health Practitioner II	Full time	3/2/2020	\$22.03	\$45,820.32	\$21.21	\$44,114.72
04600510	H72432	Mental Health Practitioner II	Full time	2/25/2021	\$22.03	\$45,820.32	\$18.78	\$39,058.24
04600521	S01412	Secretary II	Full time	8/31/2019	\$12.51	\$26,016.64	\$12.80	\$13,307.84
04600524	N74823	Psychologist/Licensed	Full time	2/26/2020			\$42.43	\$88,260.64
04600528	N74823	Psychologist/Licensed	Full time	7/16/2019			\$47.19	\$98,159.36
04600529	C72792	Chemical Dependency Counselor	Full time	11/13/2019	\$18.33	\$38,124.32	\$15.86	\$32,990.88
04600531	N74823	Psychologist/Licensed	Full time	10/16/2017			\$46.13	\$95,952.48
04600533	H72432	Mental Health Practitioner II	Full time	3/31/2018	\$22.03	\$45,820.32	\$18.50	\$38,480.00
04600541	S01412	Secretary II	Part time	5/9/2020	\$12.51	\$26,016.64	\$12.51	\$13,008.32
04600544	A09121	Administrative Assistant I	Full time	6/7/2021	\$15.86	\$32,990.88	\$19.10	\$39,736.32
04600550	N74823	Psychologist/Licensed	Full time	5/30/2020			\$47.90	\$99,632.00
04600565	N74823	Psychologist/Licensed	Full time	2/5/2020			\$41.81	\$86,956.48

# State of Nebraska Agency Vacancy Report

June 30, 2021

## Agency Correctional Services - Agency 46

Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04600568	S01412	Secretary II	Full time	5/25/2020	\$12.51	\$26,016.64	\$17.71	\$36,832.64
04600573	C72792	Chemical Dependency Counselor	Full time	5/12/2020	\$18.33	\$38,124.32	\$18.80	\$39,099.84
04600900	N74823	Psychologist/Licensed	Full time	6/25/2018			\$45.67	\$94,999.84
04601802	N00700	Discretionary Non-Classified	Full time	7/1/2019			\$40.87	\$85,001.28
04601808	N00700	Discretionary Non-Classified	Full time	1/2/2021			\$44.90	\$93,381.60
04601809	M84660	Corr Industries Print Shop Opr	Full time	6/5/2021	\$19.11	\$39,748.80	\$19.94	\$41,475.20
04601817	M84631	Corr Industries Shop Operator	Full time	5/10/2021	\$17.05	\$35,464.00	\$24.52	\$51,005.76
04601840	S19112	Accounting Clerk II	Full time	8/17/2020	\$14.07	\$29,257.28	\$12.45	\$25,900.16
04601845	P66112	Corrections Corporal	Full time	4/23/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04601860	P66112	Corrections Corporal	Full time	6/21/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04601899	K09122	Administrative Assistant II	Full time	6/7/2021	\$18.06	\$37,560.64	\$20.14	\$41,893.28
04602107	S05712	Corr Canteen Operator	Full time	5/19/2021	\$14.44	\$30,037.28	\$17.69	\$36,803.52
04602324	P66112	Corrections Corporal	Full time	2/8/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602340	P66112	Corrections Corporal	Full time	4/26/2021	\$20.00	\$41,600.00	\$23.00	\$47,840.00
04602359	M80210	Food Service Specialist	Full time	5/13/2021	\$15.26	\$31,747.04	\$15.61	\$32,477.12
04602371	P66112	Corrections Corporal	Full time	3/29/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602379	P66112	Corrections Corporal	Full time	1/24/2021	\$20.00	\$41,600.00	\$25.16	\$52,332.80
04602384	P66112	Corrections Corporal	Full time	5/10/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602403	P66112	Corrections Corporal	Full time	1/10/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602405	P66113	Corrections Sergeant	Full time	4/12/2021	\$24.00	\$49,920.00	\$26.00	\$54,080.00
04602412	P66112	Corrections Corporal	Full time	3/15/2021	\$20.00	\$41,600.00	\$22.00	\$45,760.00
04602417	P66112	Corrections Corporal	Full time	6/18/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602422	P66112	Corrections Corporal	Full time	1/14/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602428	P66112	Corrections Corporal	Full time	4/19/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00

# State of Nebraska Agency Vacancy Report

June 30, 2021

## Agency Correctional Services - Agency 46

Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04602430	P66112	Corrections Corporal	Full time	6/23/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602437	P66112	Corrections Corporal	Full time	6/7/2021	\$20.00	\$41,600.00	\$22.00	\$45,760.00
04602441	P66112	Corrections Corporal	Full time	6/9/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602450	P66112	Corrections Corporal	Full time	3/29/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602454	G31115	Agency Legal Counsel	Full time	6/2/2021	\$37.23	\$77,434.24	\$51.06	\$106,211.04
04602456	P66112	Corrections Corporal	Full time	5/26/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602461	P66112	Corrections Corporal	Full time	2/11/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602465	P66112	Corrections Corporal	Full time	12/11/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602467	P66112	Corrections Corporal	Full time	7/1/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602470	P66112	Corrections Corporal	Full time	4/26/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602480	P66112	Corrections Corporal	Full time	2/15/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602491	P66112	Corrections Corporal	Full time	2/19/2021	\$20.00	\$41,600.00	\$22.00	\$45,760.00
04602497	P66112	Corrections Corporal	Full time	3/5/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602522	V66442	Corrections Unit Case Manager	Full time	5/26/2021	\$18.96	\$39,445.12	\$20.68	\$43,006.08
04602526	P66441	Corrections Unit Caseworker	Full time	6/11/2021	\$20.00	\$41,600.00	\$28.67	\$59,629.44
04602528	V66442	Corrections Unit Case Manager	Full time	8/25/2019	\$18.96	\$39,445.12	\$20.37	\$42,369.60
04602540	P66441	Corrections Unit Caseworker	Full time	6/18/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602541	P66441	Corrections Unit Caseworker	Full time	1/11/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602543	P66441	Corrections Unit Caseworker	Full time	4/13/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602545	P66441	Corrections Unit Caseworker	Full time	7/20/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602547	P66441	Corrections Unit Caseworker	Full time	1/15/2021	\$20.00	\$41,600.00	\$24.00	\$49,920.00
04602548	P66441	Corrections Unit Caseworker	Full time	8/31/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602549	P66441	Corrections Unit Caseworker	Full time	2/21/2021	\$20.00	\$41,600.00	\$22.00	\$45,760.00
04602550	P66441	Corrections Unit Caseworker	Full time	3/24/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00

# State of Nebraska Agency Vacancy Report

June 30, 2021

## Agency Correctional Services - Agency 46

Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04602551	P66441	Corrections Unit Caseworker	Full time	9/3/2020	\$20.00	\$41,600.00	\$25.00	\$52,000.00
04602553	P66441	Corrections Unit Caseworker	Full time	6/21/2021	\$20.00	\$41,600.00	\$25.00	\$52,000.00
04602555	P66441	Corrections Unit Caseworker	Full time	6/21/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602557	P66441	Corrections Unit Caseworker	Full time	6/16/2021	\$20.00	\$41,600.00	\$22.00	\$45,760.00
04602559	P66441	Corrections Unit Caseworker	Full time	12/8/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602560	P66441	Corrections Unit Caseworker	Full time	10/27/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602561	P66441	Corrections Unit Caseworker	Full time	5/24/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602564	P66441	Corrections Unit Caseworker	Full time	6/20/2021	\$20.00	\$41,600.00	\$25.00	\$52,000.00
04602566	P66441	Corrections Unit Caseworker	Full time	2/23/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602568	P66441	Corrections Unit Caseworker	Full time	2/15/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602570	P66441	Corrections Unit Caseworker	Full time	3/29/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602571	P66441	Corrections Unit Caseworker	Full time	4/20/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602575	P66441	Corrections Unit Caseworker	Full time	4/12/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602577	P66441	Corrections Unit Caseworker	Full time	3/1/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602580	P66441	Corrections Unit Caseworker	Full time	4/26/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602581	P66441	Corrections Unit Caseworker	Full time	4/12/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602582	P66441	Corrections Unit Caseworker	Full time	3/29/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602601	V80230	Food Service Manager	Full time	9/28/2020	\$16.52	\$34,367.84	\$18.01	\$37,469.12
04602701	P66112	Corrections Corporal	Full time	5/6/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04602711	P66112	Corrections Corporal	Full time	2/10/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602713	P66112	Corrections Corporal	Full time	4/13/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04602803	M84210	Electrician	Full time	6/17/2019	\$17.05	\$35,464.00	\$22.98	\$47,802.56
04603206	S01511	Switchboard Operator/Receptionist	Full time	10/12/2020	\$11.49	\$23,905.44	\$13.40	\$27,880.32
04603407	M80210	Food Service Specialist	Full time	1/11/2021	\$15.26	\$31,747.04	\$15.97	\$33,223.84

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Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04603512	M84210	Electrician	Full time	7/4/2020	\$17.05	\$35,464.00	\$20.46	\$42,556.80
04603515	P66112	Corrections Corporal	Full time	5/24/2021	\$20.00	\$41,600.00	\$23.00	\$47,840.00
04603705	V66113	Corrections Sergeant	Full time	5/10/2021	\$20.29	\$42,211.52	\$21.31	\$44,322.72
04603729	P66112	Corrections Corporal	Full time	5/10/2021	\$20.00	\$41,600.00	\$22.00	\$45,760.00
04603736	P66112	Corrections Corporal	Full time	6/7/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04603773	P66112	Corrections Corporal	Full time	4/26/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04603788	P66112	Corrections Corporal	Full time	4/25/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04603843	P66441	Corrections Unit Caseworker	Full time	5/24/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04603854	P66441	Corrections Unit Caseworker	Full time	6/7/2021	\$20.00	\$41,600.00	\$24.00	\$49,920.00
04603864	P66441	Corrections Unit Caseworker	Full time	6/21/2021	\$20.00	\$41,600.00	\$25.00	\$52,000.00
04603890	P66112	Corrections Corporal	Full time	6/3/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04603894	P66112	Corrections Corporal	Full time	5/8/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04603905	H77043	Recreation Specialist	Full time	6/24/2021	\$17.05	\$35,457.76	\$17.05	\$35,457.76
04603906	H77043	Recreation Specialist	Full time	5/10/2021	\$17.05	\$35,457.76	\$19.95	\$41,496.00
04603950	N66800	Corr Warden	Full time	6/12/2021			\$46.30	\$96,297.76
04603964	P66441	Corrections Unit Caseworker	Full time	6/15/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04603966	P66441	Corrections Unit Caseworker	Full time	5/22/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04603981	K09121	Administrative Assistant I	Full time	1/22/2021	\$15.63	\$32,504.16	\$18.22	\$37,903.84
04604001	N74823	Psychologist/Licensed	Full time	5/18/2019			\$41.48	\$86,276.32
04604317	G66116	Corrections Major	Full time	5/31/2021	\$25.33	\$52,678.08	\$30.87	\$64,207.52
04604327	V66114	Corrections Lieutenant	Full time	5/29/2021	\$21.91	\$45,576.96	\$24.44	\$50,833.12
04604331	P66112	Corrections Corporal	Full time	6/5/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04604334	P66112	Corrections Corporal	Full time	5/10/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04604336	P66112	Corrections Corporal	Full time	3/25/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00

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Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04604342	P66112	Corrections Corporal	Full time	3/31/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04604362	P66112	Corrections Corporal	Full time	4/7/2021	\$20.00	\$41,600.00	\$23.00	\$47,840.00
04604364	P66112	Corrections Corporal	Full time	5/24/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04604365	V66114	Corrections Lieutenant	Full time	6/7/2021	\$21.91	\$45,576.96	\$23.54	\$48,956.96
04604366	P66112	Corrections Corporal	Full time	6/2/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04604369	P66112	Corrections Corporal	Full time	5/10/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04604379	P66112	Corrections Corporal	Full time	7/29/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04604380	P66112	Corrections Corporal	Full time	5/27/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04604385	P66112	Corrections Corporal	Full time	4/3/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04604386	P66112	Corrections Corporal	Full time	2/1/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04604401	P66112	Corrections Corporal	Full time	1/7/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04604403	P66112	Corrections Corporal	Full time	4/16/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04604411	P66112	Corrections Corporal	Full time	5/1/2021	\$20.00	\$41,600.00	\$24.00	\$49,920.00
04604412	P66112	Corrections Corporal	Full time	11/28/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04604414	P66112	Corrections Corporal	Full time	3/31/2021	\$20.00	\$41,600.00	\$22.00	\$45,760.00
04604415	P66112	Corrections Corporal	Full time	3/12/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04604417	P66112	Corrections Corporal	Full time	1/8/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04604418	P66112	Corrections Corporal	Full time	4/18/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04604419	P66112	Corrections Corporal	Full time	2/7/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04604421	P66112	Corrections Corporal	Full time	5/23/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04604424	P66112	Corrections Corporal	Full time	2/2/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04604428	P66112	Corrections Corporal	Full time	3/29/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04604436	P66112	Corrections Corporal	Full time	6/22/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04604508	C72490	Corr Diagnostic & Evaluation Case Manager	Full time	6/15/2021	\$18.35	\$38,172.16	\$21.15	\$43,996.16



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Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04604708	P66112	Corrections Corporal	Full time	3/18/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04605008	S05712	Corr Canteen Operator	Part time	11/13/2020	\$14.44	\$30,037.28	\$17.85	\$18,561.92
04605020	P66112	Corrections Corporal	Full time	6/23/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04605104	M84150	Facility Maintenance Specialist	Full time	4/15/2021	\$15.86	\$32,990.88	\$18.28	\$38,018.24
04605112	P66112	Corrections Corporal	Full time	3/16/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04605124	P66112	Corrections Corporal	Full time	5/22/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04605142	P66112	Corrections Corporal	Full time	4/12/2021	\$20.00	\$41,600.00	\$22.00	\$45,760.00
04605147	P66112	Corrections Corporal	Full time	6/7/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04605155	P66112	Corrections Corporal	Full time	6/28/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04605173	P66441	Corrections Unit Caseworker	Full time	6/7/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04605182	P66112	Corrections Corporal	Full time	6/7/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04605185	V66114	Corrections Lieutenant	Full time	4/29/2021	\$21.91	\$45,576.96	\$24.44	\$50,835.20
04605205	V11452	Vocational Teacher II	Full time	3/11/2021	\$18.06	\$37,558.56	\$19.51	\$40,570.40
04605220	P66441	Corrections Unit Caseworker	Full time	6/7/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04605224	P66441	Corrections Unit Caseworker	Full time	3/27/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04605226	P66441	Corrections Unit Caseworker	Full time	1/4/2021	\$20.00	\$41,600.00	\$22.00	\$45,760.00
04605233	P66441	Corrections Unit Caseworker	Full time	12/24/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04605263	V66443	Corrections Unit Manager	Full time	5/24/2021	\$20.39	\$42,402.88	\$22.74	\$47,295.04
04605264	V66443	Corrections Unit Manager	Full time	6/1/2021	\$20.39	\$42,402.88	\$22.67	\$47,159.84
04608829	P66112	Corrections Corporal	Full time	5/22/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04608831	P66112	Corrections Corporal	Full time	6/7/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04608890	C72792	Chemical Dependency Counselor	Full time	3/16/2020	\$18.33	\$38,124.32	\$16.23	\$33,750.08
04608893	C72792	Chemical Dependency Counselor	Full time	2/22/2020	\$18.33	\$38,124.32	\$18.75	\$39,002.08
04608897	C72792	Chemical Dependency Counselor	Full time	12/5/2020	\$18.33	\$38,124.32	\$16.60	\$34,525.92

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Position ID	Job Code	Description	Full or Part Time	Vacated/Created Date	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04608955	C72792	Chemical Dependency Counselor	Full time	7/2/2020	\$18.33	\$38,124.32	\$19.18	\$39,898.56
04608968	S01841	Staff Assistant I	Full time	2/16/2021	\$14.90	\$30,992.00	\$16.37	\$34,055.84
04609103	N74212	Psychiatrist/Clinical	Full time	3/3/2020			\$110.66	\$230,176.96
04609315	M80210	Food Service Specialist	Full time	10/29/2020	\$15.26	\$31,747.04	\$15.26	\$31,747.04
04609329	P66441	Corrections Unit Caseworker	Full time	5/24/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04609332	P66112	Corrections Corporal	Full time	5/10/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04609333	P66112	Corrections Corporal	Full time	6/23/2021	\$20.00	\$41,600.00	\$22.00	\$45,760.00
04609337	P66112	Corrections Corporal	Full time	4/26/2021	\$20.00	\$41,600.00	\$20.46	\$42,558.88
04612084	M80210	Food Service Specialist	Full time	4/7/2021	\$15.26	\$31,747.04	\$15.61	\$32,477.12
04612086	M80210	Food Service Specialist	Full time	2/15/2021	\$15.26	\$31,747.04	\$15.61	\$32,477.12
04612087	M80210	Food Service Specialist	Full time	8/31/2020	\$15.26	\$31,747.04	\$15.61	\$32,477.12
04612091	M80210	Food Service Specialist	Full time	2/23/2021	\$15.26	\$31,747.04	\$15.26	\$31,747.04
04612531	P66113	Corrections Sergeant	Full time	6/19/2021	\$24.00	\$49,920.00	\$25.00	\$52,000.00
04612536	V66113	Corrections Sergeant	Full time	6/7/2021	\$20.29	\$42,211.52	\$22.28	\$46,348.64
04612541	P66113	Corrections Sergeant	Full time	5/24/2021	\$24.00	\$49,920.00	\$26.00	\$54,080.00
04612544	G11930	Staff & Partnership Development Coordinator	Full time	10/10/2020	\$26.71	\$55,552.64	\$34.56	\$71,882.72
04612557	P66112	Corrections Corporal	Full time	6/14/2021	\$20.00	\$41,600.00	\$20.06	\$41,714.40
04612567	P66112	Corrections Corporal	Full time	5/8/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04612574	P66112	Corrections Corporal	Full time	4/24/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612581	P66112	Corrections Corporal	Full time	4/26/2021	\$20.00	\$41,600.00	\$20.92	\$43,517.76
04612601	P66112	Corrections Corporal	Full time	11/23/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612609	P66112	Corrections Corporal	Full time	12/12/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612610	P66112	Corrections Corporal	Full time	4/24/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00

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Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04612621	P66112	Corrections Corporal	Full time	6/23/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612633	P66441	Corrections Unit Caseworker	Full time	11/23/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612639	P66441	Corrections Unit Caseworker	Full time	2/15/2021	\$20.00	\$41,600.00	\$26.00	\$54,080.00
04612640	P66441	Corrections Unit Caseworker	Full time	9/14/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04612641	P66441	Corrections Unit Caseworker	Full time	1/15/2020	\$20.00	\$41,600.00	\$19.23	\$40,004.64
04612643	P66441	Corrections Unit Caseworker	Full time	12/21/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612649	P66441	Corrections Unit Caseworker	Full time	6/7/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612652	P66441	Corrections Unit Caseworker	Full time	3/4/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612660	P66441	Corrections Unit Caseworker	Full time	6/10/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612672	P66112	Corrections Corporal	Full time	3/1/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612683	P66112	Corrections Corporal	Full time	2/15/2021	\$20.00	\$41,600.00	\$20.46	\$42,558.88
04612685	P66112	Corrections Corporal	Full time	6/7/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612687	P66112	Corrections Corporal	Full time	1/4/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612688	P66112	Corrections Corporal	Full time	5/10/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04612700	P66112	Corrections Corporal	Full time	11/4/2020	\$20.00	\$41,600.00	\$20.43	\$42,484.00
04612702	P66112	Corrections Corporal	Full time	4/26/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04612707	P66112	Corrections Corporal	Full time	1/16/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612709	P66112	Corrections Corporal	Full time	4/26/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612713	P66112	Corrections Corporal	Full time	6/24/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612716	P66112	Corrections Corporal	Full time	6/13/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04612722	P66112	Corrections Corporal	Full time	5/24/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04612726	P66112	Corrections Corporal	Full time	9/11/2019	\$20.00	\$41,600.00	\$18.44	\$38,355.20
04612728	P66112	Corrections Corporal	Full time	7/28/2019	\$20.00	\$41,600.00	\$18.44	\$38,355.20
04612736	P66112	Corrections Corporal	Full time	3/17/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00

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Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04612738	P66112	Corrections Corporal	Full time	6/18/2021	\$20.00	\$41,600.00	\$22.87	\$47,577.92
04612740	P66112	Corrections Corporal	Full time	12/12/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612743	P66112	Corrections Corporal	Full time	3/27/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612744	P66112	Corrections Corporal	Full time	11/23/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612745	P66112	Corrections Corporal	Full time	6/19/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612746	P66112	Corrections Corporal	Full time	11/17/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612747	P66112	Corrections Corporal	Full time	3/10/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612748	P66112	Corrections Corporal	Full time	8/27/2019	\$20.00	\$41,600.00	\$18.44	\$38,355.20
04612764	P66112	Corrections Corporal	Full time	6/12/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612765	P66112	Corrections Corporal	Full time	3/29/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04612781	P66112	Corrections Corporal	Full time	12/1/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04612786	P66112	Corrections Corporal	Full time	6/24/2021	\$20.00	\$41,600.00	\$23.00	\$47,840.00
04612801	P66112	Corrections Corporal	Full time	3/20/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612807	P66112	Corrections Corporal	Full time	1/31/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612811	P66112	Corrections Corporal	Full time	5/24/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04612825	P66112	Corrections Corporal	Full time	5/11/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612829	P66112	Corrections Corporal	Full time	4/20/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612835	P66112	Corrections Corporal	Full time	6/7/2021	\$20.00	\$41,600.00	\$26.00	\$54,080.00
04612839	P66112	Corrections Corporal	Full time	5/24/2021	\$20.00	\$41,600.00	\$22.00	\$45,760.00
04612840	P66112	Corrections Corporal	Full time	2/2/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612841	P66112	Corrections Corporal	Full time	6/27/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04612901	P66112	Corrections Corporal	Full time	3/29/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04612904	P66112	Corrections Corporal	Full time	6/21/2021	\$20.00	\$41,600.00	\$20.46	\$42,558.88
04612906	P66441	Corrections Unit Caseworker	Full time	8/17/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00

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Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04613086	P66441	Corrections Unit Caseworker	Full time	2/3/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04613089	P66441	Corrections Unit Caseworker	Full time	11/23/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04613090	P66441	Corrections Unit Caseworker	Full time	5/24/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04613163	P66441	Corrections Unit Caseworker	Full time	10/28/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04613180	V66443	Corrections Unit Manager	Full time	4/26/2021	\$20.39	\$42,402.88	\$21.90	\$45,545.76
04613276	S03333	Mail/Material Specialist	Full time	6/12/2021	\$12.40	\$25,789.92	\$13.65	\$28,389.92
04613279	P66441	Corrections Unit Caseworker	Full time	10/14/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04613280	P66441	Corrections Unit Caseworker	Full time	3/17/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04613286	P66441	Corrections Unit Caseworker	Full time	6/10/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04613292	P66441	Corrections Unit Caseworker	Full time	3/29/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04613293	P66441	Corrections Unit Caseworker	Full time	6/22/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04613295	P66441	Corrections Unit Caseworker	Full time	6/12/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04613297	P66441	Corrections Unit Caseworker	Full time	4/4/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04613300	P66441	Corrections Unit Caseworker	Full time	7/20/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04613301	P66441	Corrections Unit Caseworker	Full time	11/9/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04614071	G66912	Corr Assistant Warden II	Full time	5/27/2019	\$27.23	\$56,630.08	\$29.63	\$61,636.64
04614082	S05712	Corr Canteen Operator	Full time	6/18/2021	\$14.44	\$30,037.28	\$18.06	\$37,568.96
04614152	M05221	Warehouse Technician	Full time	2/5/2021	\$13.86	\$28,830.88	\$14.51	\$30,172.48
04615316	M84210	Electrician	Full time	5/4/2021	\$17.05	\$35,464.00	\$23.44	\$48,751.04
04615317	M84230	Plumber	Full time	2/27/2021	\$17.05	\$35,464.00	\$17.84	\$37,115.52
04615318	M84230	Plumber	Full time	11/23/2020	\$17.05	\$35,464.00	\$19.00	\$39,520.00
04615319	M84150	Facility Maintenance Specialist	Full time	5/29/2021	\$15.86	\$32,990.88	\$16.23	\$33,748.00
04615503	P66112	Corrections Corporal	Full time	4/12/2021	\$20.00	\$41,600.00	\$23.00	\$47,840.00
04650016	P66113	Corrections Sergeant	Full time	11/7/2020	\$24.00	\$49,920.00	\$25.00	\$52,000.00

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Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04650023	S01841	Staff Assistant I	Full time	1/23/2021	\$14.90	\$30,992.00	\$14.90	\$30,992.00
04650055	C72792	Chemical Dependency Counselor	Full time	4/10/2021	\$18.33	\$38,124.32	\$19.29	\$40,129.44
04650082	P66112	Corrections Corporal	Full time	4/16/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04650084	P66112	Corrections Corporal	Full time	4/26/2021	\$20.00	\$41,600.00	\$23.00	\$47,840.00
04650097	P66112	Corrections Corporal	Full time	6/7/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04660070	A66711	Corr Emergency Preparedness & Response Specialist	Full time	2/15/2021	\$18.33	\$38,124.32	\$20.48	\$42,594.24
04661012	M84210	Electrician	Full time	3/23/2021	\$17.05	\$35,464.00	\$20.46	\$42,556.80
04661055	H72432	Mental Health Practitioner II	Full time	1/4/2021	\$22.03	\$45,820.32	\$25.71	\$53,476.80
04664028	P66112	Corrections Corporal	Full time	3/30/2020	\$20.00	\$41,600.00	\$20.46	\$42,558.88
04664031	P66112	Corrections Corporal	Full time	6/19/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664032	P66112	Corrections Corporal	Full time	5/17/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664033	P66112	Corrections Corporal	Full time	6/7/2021	\$20.00	\$41,600.00	\$24.00	\$49,920.00
04664035	P66112	Corrections Corporal	Full time	9/11/2020	\$20.00	\$41,600.00	\$23.00	\$47,840.00
04664036	P66112	Corrections Corporal	Full time	6/7/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664038	P66112	Corrections Corporal	Full time	2/2/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664042	P66112	Corrections Corporal	Full time	7/19/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664044	P66112	Corrections Corporal	Full time	9/28/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664045	P66112	Corrections Corporal	Full time	3/8/2021	\$20.00	\$41,600.00	\$21.37	\$44,445.44
04664054	P66112	Corrections Corporal	Full time	3/29/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664060	P66112	Corrections Corporal	Full time	4/24/2021	\$20.00	\$41,600.00	\$24.00	\$49,920.00
04664063	P66112	Corrections Corporal	Full time	3/30/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664067	P66112	Corrections Corporal	Full time	8/15/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664068	P66112	Corrections Corporal	Full time	5/8/2021	\$20.00	\$41,600.00	\$20.92	\$43,517.76

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Position ID	Job Code	Description	Full or Part Time	Vacated/Created Date	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04664069	P66112	Corrections Corporal	Full time	5/8/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664070	P66112	Corrections Corporal	Full time	9/22/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664071	P66112	Corrections Corporal	Full time	9/20/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664075	P66112	Corrections Corporal	Full time	9/25/2020	\$20.00	\$41,600.00	\$20.92	\$43,517.76
04664078	P66112	Corrections Corporal	Full time	3/4/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664079	P66112	Corrections Corporal	Full time	2/27/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664080	P66112	Corrections Corporal	Full time	9/30/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664081	P66112	Corrections Corporal	Full time	5/13/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664082	P66112	Corrections Corporal	Full time	1/18/2021	\$20.00	\$41,600.00	\$23.00	\$47,840.00
04664083	P66112	Corrections Corporal	Full time	4/28/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664084	P66112	Corrections Corporal	Full time	5/26/2020	\$20.00	\$41,600.00	\$20.92	\$43,517.76
04664091	P66112	Corrections Corporal	Full time	4/10/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664093	P66112	Corrections Corporal	Full time	3/31/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664097	P66112	Corrections Corporal	Full time	5/24/2021	\$20.00	\$41,600.00	\$24.00	\$49,920.00
04664100	P66112	Corrections Corporal	Full time	11/9/2020	\$20.00	\$41,600.00	\$23.00	\$47,840.00
04664102	P66112	Corrections Corporal	Full time	11/3/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664107	P66112	Corrections Corporal	Full time	5/14/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664110	P66112	Corrections Corporal	Full time	3/14/2019	\$20.00	\$41,600.00	\$18.48	\$38,446.72
04664116	P66112	Corrections Corporal	Full time	1/4/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664120	P66112	Corrections Corporal	Full time	2/3/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664121	P66112	Corrections Corporal	Full time	4/2/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664125	P66112	Corrections Corporal	Full time	9/27/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664127	P66112	Corrections Corporal	Full time	11/24/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664129	P66113	Corrections Sergeant	Full time	6/7/2021	\$24.00	\$49,920.00	\$27.00	\$56,160.00

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Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04664134	P66112	Corrections Corporal	Full time	5/1/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664138	P66112	Corrections Corporal	Full time	5/16/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664142	P66112	Corrections Corporal	Full time	3/29/2021	\$20.00	\$41,600.00	\$23.00	\$47,840.00
04664144	P66112	Corrections Corporal	Full time	5/24/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664145	P66112	Corrections Corporal	Full time	11/9/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664149	P66112	Corrections Corporal	Full time	4/22/2021	\$20.00	\$41,600.00	\$22.36	\$46,502.56
04664150	P66112	Corrections Corporal	Full time	4/17/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664151	P66112	Corrections Corporal	Full time	8/4/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664152	P66112	Corrections Corporal	Full time	12/6/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664154	P66112	Corrections Corporal	Full time	10/12/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664156	P66112	Corrections Corporal	Full time	4/13/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664158	P66112	Corrections Corporal	Full time	11/23/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664162	P66112	Corrections Corporal	Full time	9/28/2020	\$20.00	\$41,600.00	\$24.00	\$49,920.00
04664164	P66112	Corrections Corporal	Full time	4/15/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664166	P66112	Corrections Corporal	Full time	3/17/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664170	P66112	Corrections Corporal	Full time	3/31/2021	\$20.00	\$41,600.00	\$20.46	\$42,558.88
04664173	P66112	Corrections Corporal	Full time	6/6/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664179	P66112	Corrections Corporal	Full time	2/17/2020	\$20.00	\$41,600.00	\$22.17	\$46,119.84
04664187	H75014	Registered Nurse (new)	Full time	11/28/2016	\$25.01	\$52,024.96	\$15.87	\$33,001.28
04664188	H75014	Registered Nurse (new)	Full time	8/3/2020	\$25.01	\$52,024.96	\$31.27	\$65,031.20
04664197	H75014	Registered Nurse (new)	Full time	11/28/2016	\$25.01	\$52,024.96	\$15.87	\$33,001.28
04664205	H75014	Registered Nurse (new)	Full time	12/12/2016	\$25.01	\$52,024.96	\$16.58	\$34,486.40
04664209	I75013	Licensed Practical Nurse (new)	Full time	1/23/2021	\$18.00	\$37,440.00	\$23.55	\$48,977.76
04664212	I75013	Licensed Practical Nurse (new)	Full time	8/1/2020	\$18.00	\$37,440.00	\$23.02	\$47,877.44



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Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04664215	P66112	Corrections Corporal	Full time	12/21/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664216	I75013	Licensed Practical Nurse (new)	Full time	11/28/2016	\$18.00	\$37,440.00	\$15.87	\$33,001.28
04664217	I75013	Licensed Practical Nurse (new)	Full time	11/28/2016	\$18.00	\$37,440.00	\$15.87	\$33,001.28
04664223	P66112	Corrections Corporal	Full time	3/1/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664226	P66112	Corrections Corporal	Full time	2/15/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664228	P66112	Corrections Corporal	Full time	11/9/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664240	P66112	Corrections Corporal	Full time	5/21/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664245	P66112	Corrections Corporal	Full time	11/9/2020	\$20.00	\$41,600.00	\$23.00	\$47,840.00
04664246	P66112	Corrections Corporal	Full time	2/6/2021	\$20.00	\$41,600.00	\$24.00	\$49,920.00
04664247	P66112	Corrections Corporal	Full time	9/14/2019	\$20.00	\$41,600.00	\$20.14	\$41,882.88
04664252	P66112	Corrections Corporal	Full time	1/6/2020	\$20.00	\$41,600.00	\$17.85	\$37,128.00
04664260	P66112	Corrections Corporal	Full time	5/16/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664266	P66112	Corrections Corporal	Full time	9/14/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664268	P66112	Corrections Corporal	Full time	3/29/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664300	P66112	Corrections Corporal	Full time	6/6/2021	\$20.00	\$41,600.00	\$20.46	\$42,558.88
04664302	P66112	Corrections Corporal	Full time	5/10/2021	\$20.00	\$41,600.00	\$24.00	\$49,920.00
04664304	P66112	Corrections Corporal	Full time	3/2/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664305	P66112	Corrections Corporal	Full time	6/7/2021	\$20.00	\$41,600.00	\$22.00	\$45,760.00
04664306	P66112	Corrections Corporal	Full time	6/15/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664310	P66112	Corrections Corporal	Full time	9/16/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664311	P66112	Corrections Corporal	Full time	9/1/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664312	P66112	Corrections Corporal	Full time	4/7/2021	\$20.00	\$41,600.00	\$22.00	\$45,760.00
04664315	P66112	Corrections Corporal	Full time	5/25/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664316	P66112	Corrections Corporal	Full time	12/6/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00

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Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04664317	P66112	Corrections Corporal	Full time	2/12/2021	\$20.00	\$41,600.00	\$20.46	\$42,558.88
04664318	P66112	Corrections Corporal	Full time	3/18/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664320	P66112	Corrections Corporal	Full time	5/19/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664324	P66112	Corrections Corporal	Full time	2/11/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04664325	P66112	Corrections Corporal	Full time	4/12/2021	\$20.00	\$41,600.00	\$26.00	\$54,080.00
04664326	P66112	Corrections Corporal	Full time	4/30/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04664339	P66113	Corrections Sergeant	Full time	6/7/2021	\$24.00	\$49,920.00	\$26.00	\$54,080.00
04665001	V66443	Corrections Unit Manager	Full time	4/12/2021	\$20.39	\$42,402.88	\$22.74	\$47,295.04
04665014	V66442	Corrections Unit Case Manager	Full time	10/26/2020	\$18.96	\$39,445.12	\$20.84	\$43,345.12
04665022	V66442	Corrections Unit Case Manager	Full time	6/21/2021	\$18.96	\$39,445.12	\$20.37	\$42,369.60
04665025	P66441	Corrections Unit Caseworker	Full time	3/16/2020	\$20.00	\$41,600.00	\$20.48	\$42,600.48
04665026	P66441	Corrections Unit Caseworker	Full time	10/2/2019	\$20.00	\$41,600.00	\$23.97	\$49,849.28
04665027	P66441	Corrections Unit Caseworker	Full time	1/15/2020	\$20.00	\$41,600.00	\$19.23	\$40,004.64
04665028	P66441	Corrections Unit Caseworker	Full time	3/15/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04665029	P66441	Corrections Unit Caseworker	Full time	9/2/2019	\$20.00	\$41,600.00	\$19.71	\$41,005.12
04665030	P66441	Corrections Unit Caseworker	Full time	8/5/2019	\$20.00	\$41,600.00	\$21.69	\$45,117.28
04665031	P66441	Corrections Unit Caseworker	Full time	4/13/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04665032	P66441	Corrections Unit Caseworker	Full time	7/8/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04665037	P66441	Corrections Unit Caseworker	Full time	9/25/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04665038	P66441	Corrections Unit Caseworker	Full time	5/6/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04665040	P66441	Corrections Unit Caseworker	Full time	4/26/2021	\$20.00	\$41,600.00	\$22.00	\$45,760.00
04665041	P66441	Corrections Unit Caseworker	Full time	2/18/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04665045	P66441	Corrections Unit Caseworker	Full time	5/13/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04665047	P66441	Corrections Unit Caseworker	Full time	10/26/2020	\$20.00	\$41,600.00	\$20.68	\$43,004.00

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Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04665049	P66441	Corrections Unit Caseworker	Full time	3/2/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04665050	P66441	Corrections Unit Caseworker	Full time	3/16/2020	\$20.00	\$41,600.00	\$20.48	\$42,600.48
04665051	P66441	Corrections Unit Caseworker	Full time	4/7/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04665053	P66441	Corrections Unit Caseworker	Full time	6/7/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04665056	P66441	Corrections Unit Caseworker	Full time	11/23/2020	\$20.00	\$41,600.00	\$24.00	\$49,920.00
04665057	P66441	Corrections Unit Caseworker	Full time	3/27/2021	\$20.00	\$41,600.00	\$23.00	\$47,840.00
04665058	P66441	Corrections Unit Caseworker	Full time	2/29/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04666020	V80230	Food Service Manager	Full time	2/29/2020	\$16.52	\$34,367.84	\$18.17	\$37,795.68
04680013	A11451	Vocational Teacher I	Full time	7/1/2020	\$15.86	\$32,990.88	\$27.01	\$56,187.04
04680020	T11360	Teacher (SCATA Contract)	Part time	7/28/2018	\$25.22	\$52,457.60	\$39.11	\$40,674.40
04690311	H77043	Recreation Specialist	Full time	6/7/2021	\$17.05	\$35,457.76	\$17.44	\$36,273.12
04692001	M84150	Facility Maintenance Specialist	Full time	6/2/2021	\$15.86	\$32,990.88	\$19.43	\$40,404.00
04694000	V66115	Corrections Captain	Full time	5/24/2021	\$23.56	\$49,000.64	\$26.28	\$54,652.00
04694205	P66112	Corrections Corporal	Full time	5/24/2021	\$20.00	\$41,600.00	\$23.00	\$47,840.00
04694210	P66112	Corrections Corporal	Full time	6/10/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04694213	P66112	Corrections Corporal	Full time	6/14/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
04694301	P66112	Corrections Corporal	Full time	5/20/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04694306	P66112	Corrections Corporal	Full time	6/24/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04694314	P66112	Corrections Corporal	Full time	5/8/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04694522	P66441	Corrections Unit Caseworker	Full time	4/12/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04694530	P66441	Corrections Unit Caseworker	Full time	6/9/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
04696001	H72432	Mental Health Practitioner II	Full time	12/31/2020	\$22.03	\$45,820.32	\$19.21	\$39,956.80
04696020	N74823	Psychologist/Licensed	Full time	3/30/2020			\$47.19	\$98,159.36
04696024	V72793	Chemical Dependency Counselor Supervisor	Full time	5/10/2021	\$21.50	\$44,711.68	\$26.28	\$54,654.08

# State of Nebraska Agency Vacancy Report

June 30, 2021

## Agency Correctional Services - Agency 46

Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
04696025	D75350	Nurse Practitioner	Full time	3/2/2021	\$32.91	\$68,452.80	\$58.54	\$121,752.80
04696027	C72792	Chemical Dependency Counselor	Full time	4/13/2020	\$18.33	\$38,124.32	\$20.15	\$41,901.60
04696030	C72792	Chemical Dependency Counselor	Full time	10/28/2020	\$18.33	\$38,124.32	\$18.33	\$38,124.32
04696038	C72792	Chemical Dependency Counselor	Full time	9/19/2020	\$18.33	\$38,124.32	\$20.14	\$41,893.28
60000127	P66441	Corrections Unit Caseworker	Full time	5/22/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60000276	P66441	Corrections Unit Caseworker	Full time	4/3/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60000282	P66112	Corrections Corporal	Full time	6/6/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60001314	P66112	Corrections Corporal	Full time	6/7/2021	\$20.00	\$41,600.00	\$20.46	\$42,558.88
60001315	P66112	Corrections Corporal	Full time	6/7/2021	\$20.00	\$41,600.00	\$25.00	\$52,000.00
60001337	C72792	Chemical Dependency Counselor	Full time	4/23/2020	\$18.33	\$38,124.32	\$19.69	\$40,953.12
60001338	I75013	Licensed Practical Nurse (new)	Full time	3/19/2021	\$18.00	\$37,440.00	\$22.50	\$46,800.00
60001339	D75410	Physician Assistant	Full time	3/16/2019	\$32.91	\$68,452.80	\$46.36	\$96,426.72
60001387	P66112	Corrections Corporal	Full time	4/12/2021	\$20.00	\$41,600.00	\$26.00	\$54,080.00
60001409	P66441	Corrections Unit Caseworker	Full time	6/29/2021	\$20.00	\$41,600.00	\$24.00	\$49,920.00
60001678	P66112	Corrections Corporal	Full time	3/29/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60001700	P66112	Corrections Corporal	Full time	4/7/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60001702	P66112	Corrections Corporal	Full time	6/7/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60001703	P66112	Corrections Corporal	Full time	6/15/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60001704	P66112	Corrections Corporal	Full time	5/15/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60001705	P66112	Corrections Corporal	Full time	6/16/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60001708	P66112	Corrections Corporal	Full time	3/1/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60001711	P66112	Corrections Corporal	Full time	9/14/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60001714	P66112	Corrections Corporal	Full time	10/6/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60001716	P66112	Corrections Corporal	Full time	7/16/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00

# State of Nebraska Agency Vacancy Report

June 30, 2021

## Agency Correctional Services - Agency 46

Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
60001722	P66112	Corrections Corporal	Full time	5/11/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60001723	P66112	Corrections Corporal	Full time	10/26/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60001724	P66112	Corrections Corporal	Full time	7/20/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60001727	P66112	Corrections Corporal	Full time	5/4/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60001728	P66112	Corrections Corporal	Full time	4/29/2021	\$20.00	\$41,600.00	\$20.46	\$42,558.88
60001729	P66112	Corrections Corporal	Full time	4/12/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60001732	P66112	Corrections Corporal	Full time	2/1/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60001733	P66112	Corrections Corporal	Full time	12/25/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60001734	P66112	Corrections Corporal	Full time	6/27/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60001735	P66112	Corrections Corporal	Full time	4/4/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60001736	P66112	Corrections Corporal	Full time	5/11/2020	\$20.00	\$41,600.00	\$21.38	\$44,476.64
60001737	P66112	Corrections Corporal	Full time	4/16/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60002794	V05713	Corr Canteen Supervisor	Full time	6/25/2021	\$16.28	\$33,864.48	\$18.16	\$37,770.72
60003949	P66441	Corrections Unit Caseworker	Full time	5/10/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60003952	P66441	Corrections Unit Caseworker	Full time	5/10/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60004932	P66112	Corrections Corporal	Full time	5/5/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60004933	H72432	Mental Health Practitioner II	Part time	7/2/2020	\$22.03	\$45,820.32	\$22.54	\$46,874.88
60005113	H75014	Registered Nurse (new)	Full time	8/3/2018	\$25.01	\$52,024.96	\$27.78	\$57,780.32
60005119	P66112	Corrections Corporal	Full time	6/22/2021	\$20.00	\$41,600.00	\$22.36	\$46,502.56
60005415	H72432	Mental Health Practitioner II	Full time	4/2/2021	\$22.03	\$45,820.32	\$24.21	\$50,350.56
60005835	M80210	Food Service Specialist	Full time	11/13/2020	\$15.26	\$31,747.04	\$15.26	\$31,747.04
60006722	C72342	Certified Master Social Worker	Full time	6/10/2021	\$22.56	\$46,918.56	\$23.08	\$47,998.08
60006859	H72432	Mental Health Practitioner II	Full time	11/9/2020	\$22.03	\$45,820.32	\$26.36	\$54,822.56
60006863	H72432	Mental Health Practitioner II	Full time	6/19/2021	\$22.03	\$45,820.32	\$21.70	\$45,129.76

# State of Nebraska Agency Vacancy Report

June 30, 2021

## Agency Correctional Services - Agency 46

Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
60006865	H72432	Mental Health Practitioner II	Full time	5/25/2020	\$22.03	\$45,820.32	\$23.66	\$49,216.96
60006907	S01842	Staff Assistant II	Full time	5/1/2021	\$17.22	\$35,817.60	\$18.07	\$37,577.28
60007849	P66441	Corrections Unit Caseworker	Full time	5/10/2021	\$20.00	\$41,600.00	\$30.20	\$62,822.24
60007851	P66441	Corrections Unit Caseworker	Full time	5/24/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60008266	P66441	Corrections Unit Caseworker	Full time	12/7/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60008267	P66441	Corrections Unit Caseworker	Full time	9/14/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60008268	P66441	Corrections Unit Caseworker	Full time	6/7/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60008269	P66441	Corrections Unit Caseworker	Full time	5/4/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60008277	P66112	Corrections Corporal	Full time	5/3/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60008283	P66112	Corrections Corporal	Full time	5/29/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60008290	P66112	Corrections Corporal	Full time	4/24/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60008297	P66112	Corrections Corporal	Full time	11/17/2020	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60008726	N74213	Psychiatric Director	Full time	10/17/2018			\$96.15	\$200,000.32
60009481	H72432	Mental Health Practitioner II	Full time	5/11/2020	\$22.03	\$45,820.32	\$21.21	\$44,114.72
60009840	S01412	Secretary II	Full time	6/29/2020	\$12.51	\$26,016.64	\$18.18	\$37,806.08
60010068	K09122	Administrative Assistant II	Full time	3/16/2020	\$18.06	\$37,560.64	\$19.69	\$40,951.04
60010112	N74823	Psychologist/Licensed	Full time	5/16/2019			\$46.82	\$97,391.84
60010482	P66112	Corrections Corporal	Full time	4/20/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60010489	P66112	Corrections Corporal	Full time	3/29/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60010536	P66112	Corrections Corporal	Full time	6/21/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60010921	K09122	Administrative Assistant II	Full time	3/29/2021	\$18.06	\$37,560.64	\$20.37	\$42,369.60
60010932	I75013	Licensed Practical Nurse (new)	Full time	1/1/2021	\$18.00	\$37,440.00	\$20.25	\$42,120.00
60010935	H75014	Registered Nurse (new)	Full time	12/28/2020	\$25.01	\$52,024.96	\$26.23	\$54,552.16
60010936	H75014	Registered Nurse (new)	Full time	4/15/2021	\$25.01	\$52,024.96	\$31.27	\$65,031.20

# State of Nebraska Agency Vacancy Report

June 30, 2021

## Agency Correctional Services - Agency 46

Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
60011041	V66220	Corrections Program Manager	Full time	4/26/2021	\$23.11	\$48,068.80	\$26.37	\$54,853.76
60011326	P66112	Corrections Corporal	Full time	5/14/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60011331	P66112	Corrections Corporal	Full time	4/30/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60011340	P66112	Corrections Corporal	Full time	4/12/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60011378	P66112	Corrections Corporal	Full time	3/1/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60011383	P66112	Corrections Corporal	Full time	5/24/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60011389	P66112	Corrections Corporal	Full time	4/13/2021	\$20.00	\$41,600.00	\$21.00	\$43,680.00
60011390	P66112	Corrections Corporal	Full time	5/10/2021	\$20.00	\$41,600.00	\$26.00	\$54,080.00
60011571	V66113	Corrections Sergeant	Full time	6/7/2021	\$20.29	\$42,211.52	\$21.31	\$44,322.72
60011598	I75012	Staff Care Technician II (new)	Full time	4/29/2021	\$14.47	\$30,091.36	\$17.40	\$36,187.84
60011642	C72342	Certified Master Social Worker	Full time	9/30/2019	\$22.56	\$46,918.56	\$21.47	\$44,651.36
60011714	V09122	Administrative Assistant II	Full time	8/30/2019	\$18.06	\$37,560.64	\$18.96	\$39,438.88
60012415	V66113	Corrections Sergeant	Full time	5/24/2021	\$20.29	\$42,211.52	\$22.30	\$46,384.00
60012422	V66114	Corrections Lieutenant	Full time	3/8/2020	\$21.91	\$45,576.96	\$23.33	\$48,526.40
60012854	P66112	Corrections Corporal	Full time	6/2/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60012944	K09123	Administrative Assistant III	Full time	4/26/2021	\$20.87	\$43,407.52	\$24.20	\$50,325.60
60013103	P66112	Corrections Corporal	Full time	4/13/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60013105	P66441	Corrections Unit Caseworker	Full time	3/9/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60014322	P66112	Corrections Corporal	Full time	4/19/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60014323	P66112	Corrections Corporal	Full time	12/1/2020	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60014324	P66112	Corrections Corporal	Full time	4/19/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60014325	P66112	Corrections Corporal	Full time	4/19/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60014326	P66112	Corrections Corporal	Full time	1/22/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00
60014327	P66112	Corrections Corporal	Full time	4/19/2021	\$20.00	\$41,600.00	\$20.00	\$41,600.00

# State of Nebraska Agency Vacancy Report

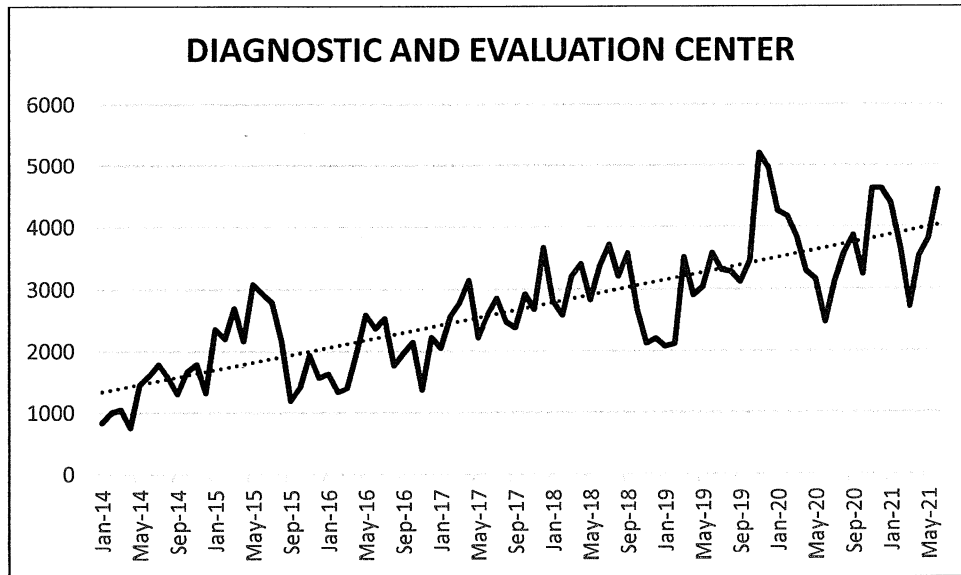
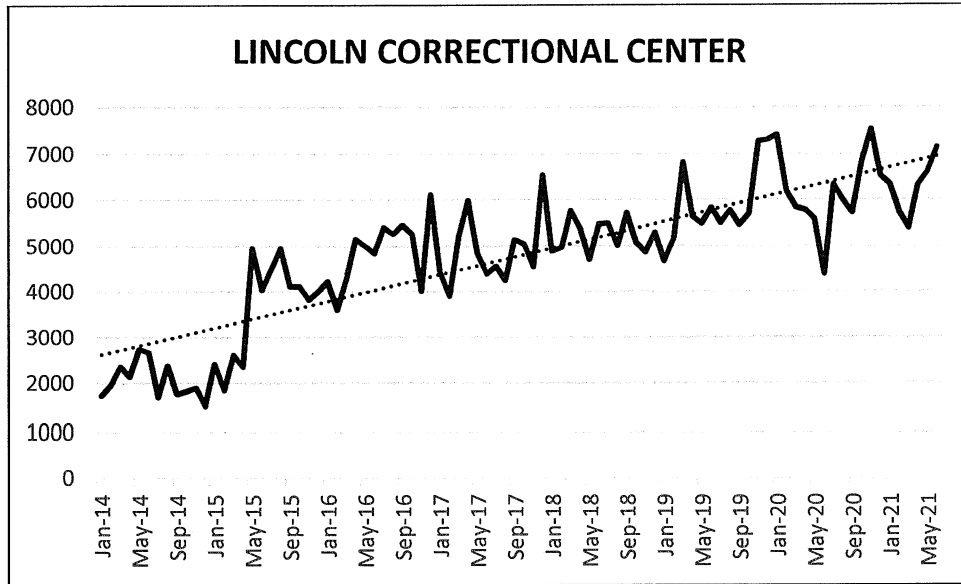
June 30, 2021

## Agency Correctional Services - Agency 46

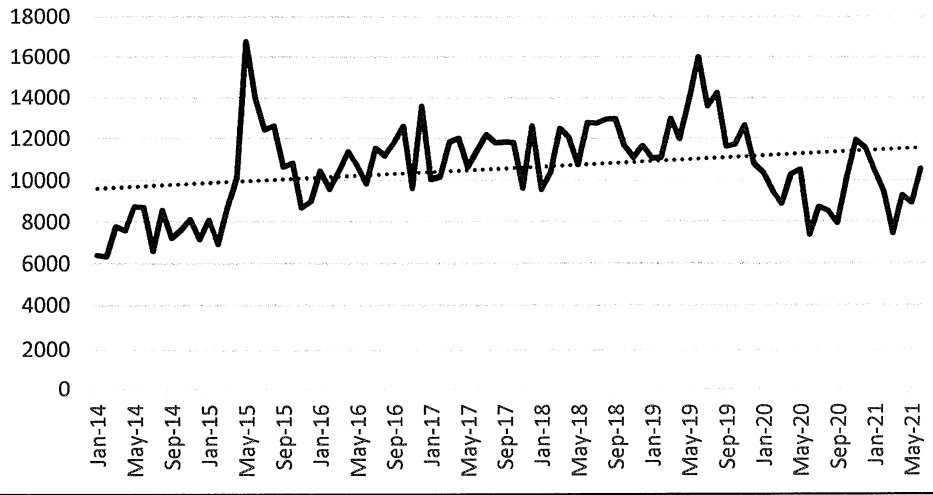
Position ID	Job Code	Description	Full or Part Time	Date Vacated/Created	Minimum Hourly Rate	Minimum Annual Rate	Last Held Hourly Rate	Total Base Pay
60015089	V66114	Corrections Lieutenant	Full time	5/12/2021	\$21.91	\$45,576.96	\$23.44	\$48,755.20
<b>Total Positions</b>								<b>527</b>

Agency Directors are responsible for agency internal HR functions. The data presented in this report is the responsibility of each agency. For classified labor contract positions, the minimum hourly rates represent the actual minimum hiring rates. For classified non-contract positions, the minimum hourly rates represent the minimum permanent rates. Non-classified position (those with 'N' codes in the 'Job Code' field) may or may not have minimum hourly/annual rates as they are established by the hiring agency. In some cases, minimum hourly rates may be more than last held hourly rates due to understaffing position. Reported positions are Full-Time Regular, Part-Time Regular, Working Out-of-Class, One-Time Grant and Constitutional Officers participating in this report. Data in this report reflects agency updates as of the date of the report was run and represents Full-Time (1 FTE) and Part-Time (less than 1 FTE) positions. Job offers may have already been made to applicants or current employees for positions on this report.

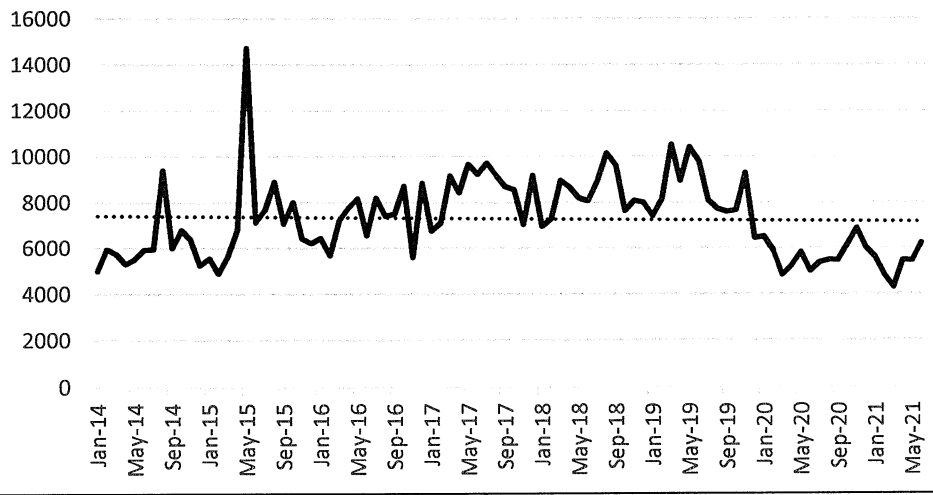




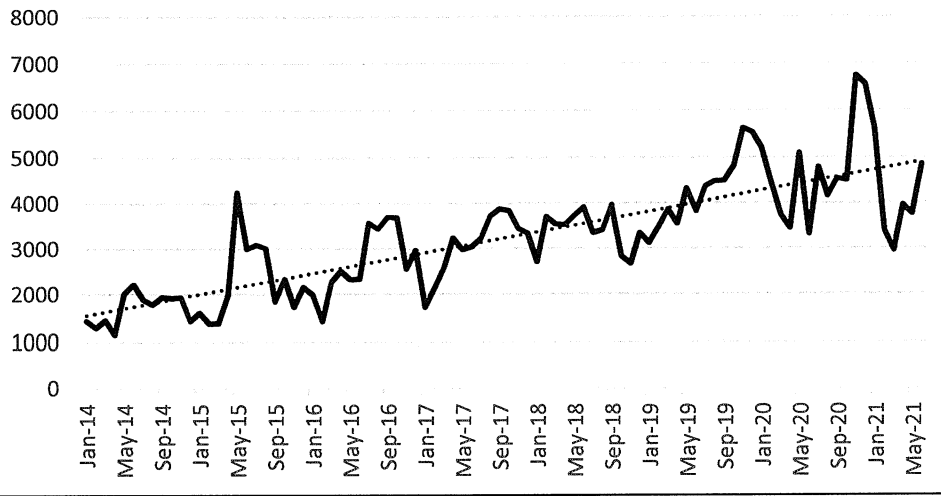
### NEBRASKA STATE PENITENTIARY



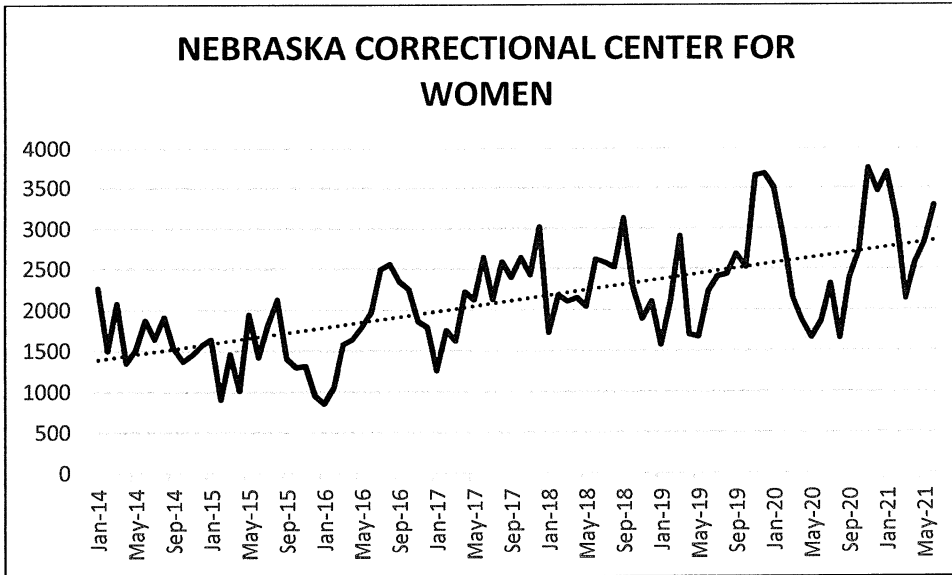
### TECUMSEH STATE CORRECTIONAL INSTITUTE

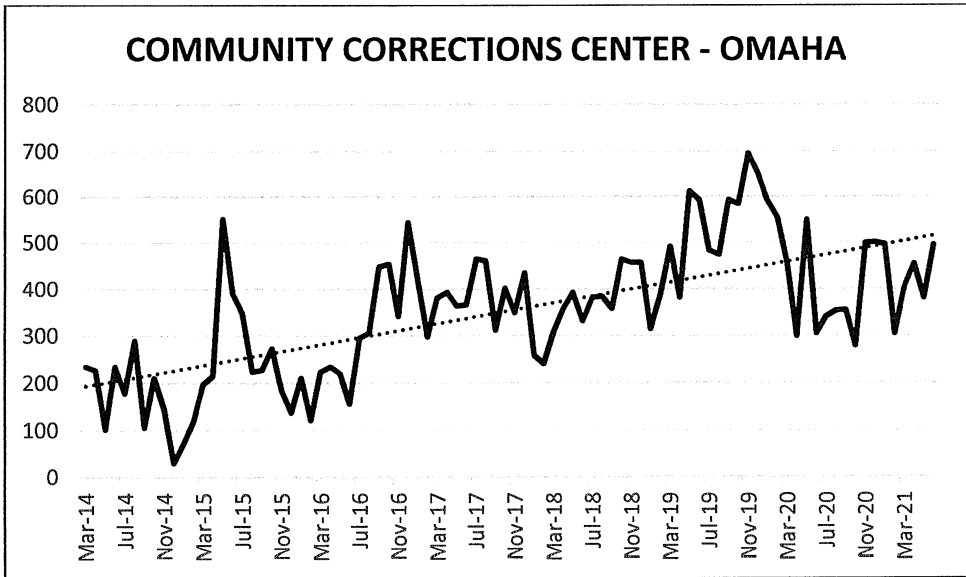
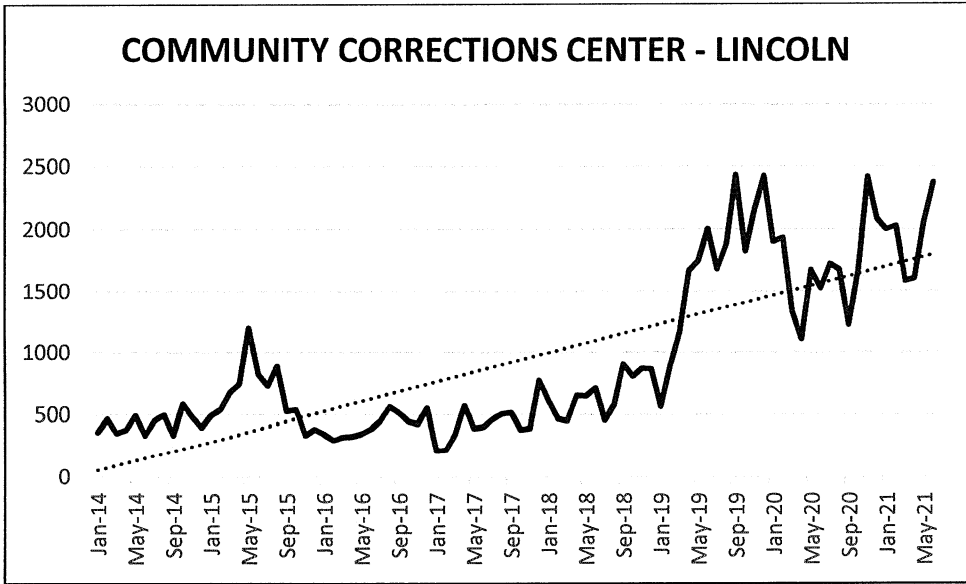


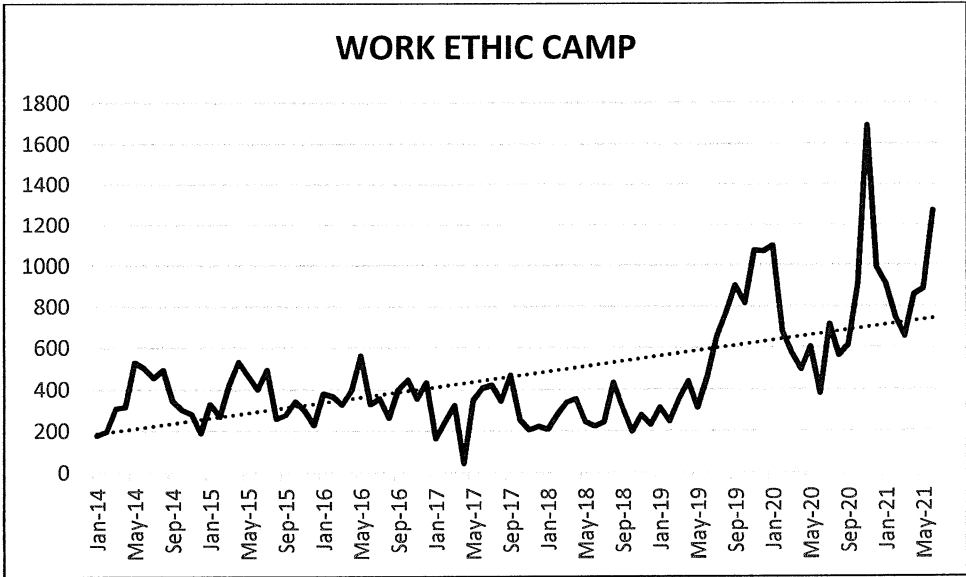
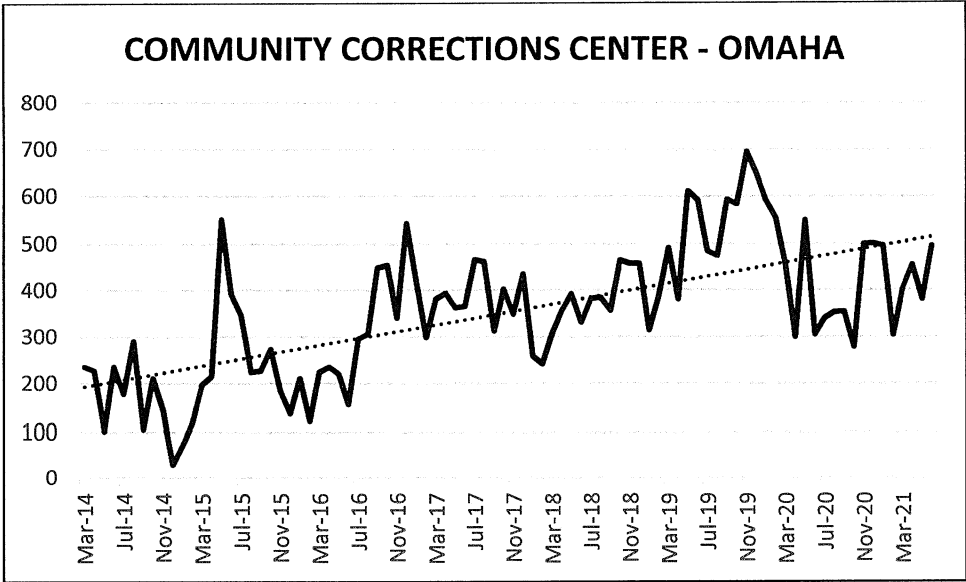
### OMAHA CORRECTIONAL CENTER



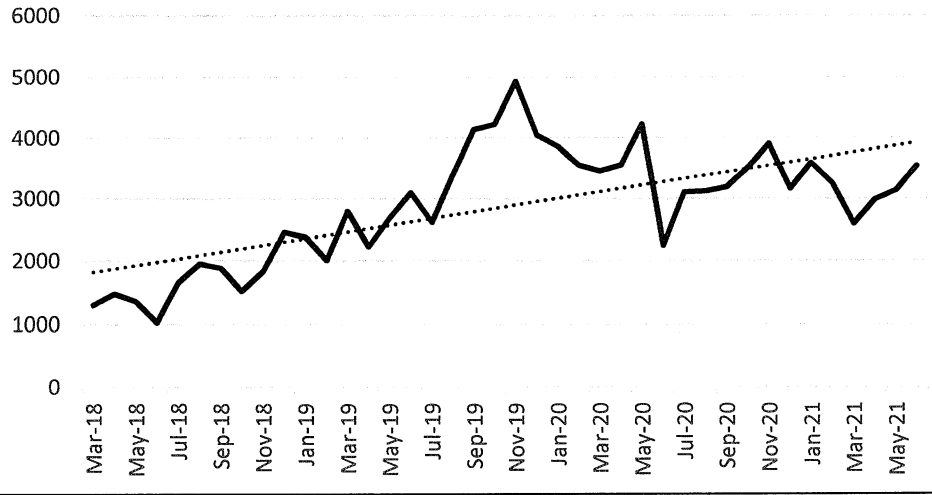
### NEBRASKA CORRECTIONAL CENTER FOR WOMEN








# OCC SPECIAL DETAIL





DATE: July 30, 2021  
TO: NDCS Team Members  
FROM: Director Scott R. Frakes   
RE: New and Expanded Hiring/Retention Incentives

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Starting immediately, NDCS is offering new and expanded hiring and retention incentives. These bonuses are aimed at filling critical, hard-to-fill positions, as well as addressing staff deficiencies at TSCI, NSP, LCC, and DEC.

### Hiring & Referral Bonus (expanded)

#### \$15,000 Hiring Bonus

- Available to corporals hired after 7/30/21 at LCC/DEC, NSP and TSCI
- Payments made over three years in four-month increments, with the first payment made after the fourth month of employment
- Transfer or promotion to other facilities will end eligibility for additional payouts
- Those who resign following the announcement of this incentive will not be eligible for the bonus upon rehire

#### \$10,000 Referral Bonus

- Available to any staff member who refers a newly hired corporal at LCC/DEC, NSP and TSCI
- Payments made over three years in four-month increments, with the first payment made after the fourth month of the recruit's employment, with subsequent payments linked to continued employment by the recruit
- No limit to the number of people referred.

### Retention Bonuses (new)

FOP-covered staff members hired before 7/30/21 and working at LCC/DEC, NSP and TSCI will receive a \$500 monthly retention bonus. This incentive is offered as part of a pilot project and will

last one year. The first payout will appear on paychecks issued September 8. FOP-covered staff members who remain at those facilities for the full year will earn \$6,000.

**Health Care Position Bonuses (new)**

Registered Nurses, licensed practical nurses and those who fall under the classification of Staff Care Technician II will be eligible for the following hiring or retention bonuses:

	<u>Hiring Bonus</u>	<u>Retention Bonus</u>
RN	\$5,000	\$10,000
Administrative nurse	\$5,000	\$10,000
LPN	\$3,000	\$6,000
Staff Care Tech II	\$2,000	\$4,000

The hiring bonus is available to those hired after July 30. Payments will be made quarterly for one year, with the first payment made after the third month of employment. The retention bonus is available to staff hired prior to July 30. The first payout will appear on September 8 paychecks and will be made quarterly for one year.

**Food Service Position Bonuses (new)**

Hiring and retention bonuses will also be paid to those in the following position:

	<u>Hiring Bonus</u>	<u>Retention Bonus</u>
Food Service Worker	\$2,000	\$4,000

The hiring bonus is available to those hired after July 30. Payments will be made quarterly for one year, with the first payment made in the third month of employment. The retention bonus is available to staff hired prior to July 30. The first payout will appear on September 8 paychecks and will be made quarterly for one year.

**TSCI Commuter Bonus (expanded)**

Current monthly pay lines will increase for all staff members who commute to and from TSCI. Increased commuter payouts will appear on paychecks issued September 8.

- Less than 30 miles = \$100/month
- More than 30 miles = \$200/month



# NEBRASKA

Good Life. Great Mission.

DEPT OF CORRECTIONAL SERVICES



Pete Ricketts, Governor

DATE: July 30, 2021  
TO: NDCS Team Members  
FROM: Dir. Scott R. Frakes  
RE: TSCI Transfer Program

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I know most of you are aware of the staffing challenges faced by NDCS. Over the last four months we have seen a large increase in turnover, and a significant reduction in new applicants across all Nebraska state agencies. Almost every facility has felt some impact, but TSCI is experiencing the greatest vacancy rate. Over the last month, TSCI has struggled to stay above critical staffing levels and has frequently had to severely limit or stop inmate movement. The combination of on-going unplanned interruption to inmate activities, and high levels of mandatory overtime, creates tension and frustration for staff and the population.

I am looking for teammates across NDCS who are willing to request a voluntary transfer to TSCI for at least one year. I am looking for custody and classification staff, food service staff, maintenance staff, nurses, and other job classes that would help fill some of the vacancies at TSCI. The first incentive I'm offering is a \$7500 lump sum bonus that would be paid in the next full pay period after you begin working at TSCI. The \$7500 is gross income, subject to applicable taxes.

Depending on your situation, you may be able to take advantage of substantial incentives that are available to staff working full time at TSCI. These include a \$500-a-month retention bonus for FOP represented staff that goes into effect today, or the merit incentive bonus for other job classes. The merit incentive bonus varies from 2.5% to 10%, depending on years of service. If you have at least seven years of service with NDCS, and you are not represented by FOP, your merit incentive bonus at TSCI is 10% of your pay. All staff working at TSCI receive a monthly commute bonus. Those living 30 miles or less from TSCI will now receive \$100 a month, and those living more than 30 miles from TSCI receive a \$200 a month commute bonus.

We will be handling these transfer requests differently than the standard application process. If you are interested in being considered for transfer to TSCI, you can e-mail **Human Talent**

Scott R. Frakes, Director  
Dept of Correctional Services  
P.O. Box 94661 Lincoln, NE 68509-4661  
Phone: 402 471 2654 Fax: 402 479 5623  
[corrections.nebraska.gov](http://corrections.nebraska.gov)

**Director Erinn Criner** (erinn.crinier@nebraska.gov). Transfer requests will be approved based on a variety of factors including, but not exclusive of the number of available positions, vacancies at your current facility, and your current job performance. Teammates who accept a transfer to TSCI are expected to stay for at least one year before moving to a different facility. Exceptions will be made for people offered a promotional opportunity at another facility. Teammates currently working on the TSCI and NSP Special Detail crews are eligible to apply for transfer to TSCI. Here are the highlights:

- Transfer bonus is \$7500 pre-taxes, paid in one lump sum
- Various other incentive bonuses are available at TSCI (see above)
- There are vacancies in almost all job classes
- E-mail **Erinn Criner** if you are interested in being considered
- You will be making a commitment to stay at TSCI for at least one year

If you have never been to TSCI and you would like to see the facility, we will arrange for you to get a tour. I've been in the workforce for 48 years, 39 in corrections, and I've never experienced anything like the current conditions. We know there are no simple solutions, and this approach is not a long-term resolution. It is a sincere effort to help our teammates at TSCI, while long-term strategies are explored and implemented.

State of Nebraska NE Department of Correctional Services  
REQUEST FOR INFORMATION

RELEASED BY: NE Department of  
Attachment D

ICE

Phone: 402-479-5111

RFI NUMBER	RELEASE DATE
<b>RFI #802 Recruiting Services for Healthcare and Correctional Officer Staff</b>	<b>August 2, 2021</b>
OPENING DATE AND TIME	DCS CONTACT
<b>August 19, 2021 2:00 p.m. Central Time (Electronic Opening)</b>	<b>Kate Severin</b>

This form is part of the RFI package and must be indelibly signed and returned, along with information documents, by the opening date and time specified.

**PLEASE READ CAREFULLY!**

**SCOPE OF SERVICE**

The State of Nebraska (State), Department of Correctional Services (NDCS) is issuing this Request for Information RFI #802 for the purpose of gathering information regarding **Recruiting Services for Healthcare and Correctional Officer Staff** to be operated by NDCS.

Written questions are due no later than August 11, 2021 and should be submitted via e-mail to [dcs.purchasing@nebraska.gov](mailto:dcs.purchasing@nebraska.gov)

**RESPONDENT MUST COMPLETE THE FOLLOWING**

By signing this Request For Information form, the respondent guarantees compliance with the provisions stated in this Request for Information.

FIRM: \_\_\_\_\_

COMPLETE ADDRESS: \_\_\_\_\_

TELEPHONE NUMBER: \_\_\_\_\_ FAX NUMBER: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

TYPED NAME & TITLE OF SIGNER: \_\_\_\_\_

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**I. SCOPE OF THE REQUEST FOR INFORMATION**

The State of Nebraska, Nebraska Department of Correctional Services (NDCS), is issuing this Request for Information, RFI #802 for the purpose of gathering information regarding Recruiting Services for Healthcare and Correctional Officer Staff.

**ALL INFORMATION PERTINENT TO THIS REQUEST FOR INFORMATION CAN BE FOUND ON THE INTERNET AT:** <http://das.nebraska.gov/materiel/purchasing.html>

**A. SCHEDULE OF EVENTS**

The State expects to adhere to the tentative RFI schedule shown below. It should be noted, however, that some dates are approximate and subject to change.

Any changes to this schedule of events will be posted as an addendum at: <http://das.nebraska.gov/materiel/purchasing.html>

	ACTIVITY	DATE/TIME
1	Release Request for Information	August 2, 2021
2	Last day to submit written questions Submit questions to: <a href="mailto:dcs.purchasing@nebraska.gov">dcs.purchasing@nebraska.gov</a>	August 11, 2021
3	State responds to written questions through Request for Information "Addendum" and/or "Amendment" to be posted to the internet at: <a href="http://das.nebraska.gov/materiel/purchasing.html">http://das.nebraska.gov/materiel/purchasing.html</a>	August 12, 2021
4	RFI Electronic Opening: Upload electronic submissions via ShareFile.  ShareFile Link to Upload Response: <a href="https://nebraska.sharefile.com/d-s0e16055f7a994153bd68eb4e18635f41">https://nebraska.sharefile.com/d-s0e16055f7a994153bd68eb4e18635f41</a>  IT IS THE RESPONDENT'S RESPONSIBILITY TO UPLOAD ELECTRONIC FILES WITH SUFFICIENT AMOUNT OF TIME IN THE EVENT OF USER/SOFTWARE ISSUE OR DOCUMENT UPLOAD TIME. <b>See II, F, Submission of Response.</b>  <b>Electronic Proposal Opening Link (to attend electronic opening):</b> Meeting link: <a href="https://nvcn-cio.webex.com/meet/kate.severin">https://nvcn-cio.webex.com/meet/kate.severin</a> Meeting number (access code): 925 339 096  Join by phone  Tap to call in from a mobile device (attendees only) +1-415-655-0003 US Toll Global call-in numbers	August 19, 2021 2:00 PM CDT
5	Request oral interviews/presentations and/or demonstrations (if required)	If Necessary, Post-Opening Date

It is the respondent's responsibility to ensure the RFI is electronically received by the date and time indicated in the Schedule of Events. It is the respondent's responsibility to upload electronic files with enough amount of time in case of user issue or software issue. No late proposals will be accepted.

The Request for Information form must be signed in an indelible manner or by DocuSign and uploaded by the proposal opening date and time along with the RFI response.

It is the responsibility of the respondent to check the website for all information relevant to this Request for Information to include addenda and/or amendments issued prior to the opening date. Website address is as follows: <http://das.nebraska.gov/materiel/purchasing.html>.

**G. PROPRIETARY INFORMATION**

Data contained in the response and all documentation provided therein, become the property of the State of Nebraska and the data become public information upon opening the response. If the vendor wishes to have any information withheld from the public, such information must fall within the definition of proprietary information contained within Nebraska's public record statutes. All proprietary information the vendor wishes the state to withhold must be submitted in a separate electronic submission, which is separate from the remainder of the response. The separate package must be clearly marked PROPRIETARY. **Respondent may not mark their entire Request for Information as proprietary.** Failure to follow the instructions for submitting proprietary and copyrighted information may result in the information being viewed by other vendors and the public. Proprietary information is defined as trade secrets, academic and scientific research work which is in progress and unpublished, and other information which if released would give advantage to business competitors and serve no public purpose (see Neb. Rev. Stat. § 84-712.05(3)). In accordance with Attorney General Opinions 92068 and 97033, vendors submitting information as proprietary may be required to prove specific, named competitor(s) who would be advantaged by release of the information and the specific advantage the competitor(s) would receive. Although every effort will be made to withhold information that is properly submitted as proprietary and meets the State's definition of proprietary information, the State is under no obligation to maintain the confidentiality of proprietary information and accepts no liability for the release of such information.

**H. REQUEST FOR INFORMATION OPENING**

The electronic responses will be publicly opened and the responding entities announced on the date, time, and location shown in the Schedule of Events.

Post-opening and after review, all responses with the exception of Proprietary Information (see Section G. Proprietary Information) will be made available at:  
<http://das.nebraska.gov/materiel/purchasing.html>

**III. PROJECT DESCRIPTION AND SCOPE OF REQUESTED INFORMATION**

The respondent(s) should provide the following information in response to this Request for Information.

**A. PURPOSE AND BACKGROUND**

The Nebraska Department of Correctional Services (NDCS) hereby requests information from firms specializing in recruitment of full-time staff, particularly in the healthcare and correctional officer areas. Full-time staff would have all State benefits available to them and would be

required to satisfactorily complete NDCS Staff Training Academy requirements for their respective positions.

NDCS operates ten (10) correctional facilities with varying degrees of custody levels. Facilities are located in Lincoln, Omaha, Tecumseh, York, and McCook.

During calendar year 2019, the total average daily incarcerated population of NDCS was 5661 inmates. Males account for approximately 92%, while females comprise the remaining 8%. With regard to custody level, about 20% of the male incarcerated population is classified to maximum custody and about 34% are medium custody.

NDCS has an internal recruiting and marketing team with whom potential vendor partners would collaborate internally and externally, as appropriate to each entity's efforts.

This Request for Information (RFI) is an informal research tool by which NDCS anticipates gathering information and perspective to inform possible future procurement processes and/or develop a defined plan to address the agency's on-going need for a professional, full-time work force in specialized positions. NDCS seeks to fill over 1000 positions in the next 14 -18 months.

This RFI is issued solely for information and planning purposes. Responses to this RFI are not offers and cannot be accepted by the State to form a binding contract.

The RFI narrative should provide information, perspective, and solutions related to the efficiencies that could be achieved through use of a recruiting firm.

## **B. CURRENT AGENCY STAFFING GOALS**

1. Positions of prime interest include, but are not limited to:  
LPN  
RN  
Correctional Corporal  
(Many other positions are also utilized; NDCS positions also include administrative and clerical professionals, correctional unit caseworker staff, and multiple health care industry-related positions.)
2. Primary locations include, but are not limited to:  
Tecumseh, NE  
Omaha, NE  
Lincoln, NE

## **C. SCOPE OF REQUESTED INFORMATION**

The RFI response should provide information about the services that a recruitment firm could provide including, but not limited to:

1. Recruiting campaigns for healthcare workers and correctional officers, including general descriptions of specific applicant groups which could be targeted, such as veterans or ex-law enforcement, as potential examples.
2. Processes to obtain and vet suitable applicants and potential on-boarding support for the NDCS Human Resources team.
3. Security screening for background, criminal, credit, media and reference checks

4. What resources does the recruiting firm have, statewide, regionally and nationally, to provide high-quality professional candidates?
5. Basic pricing structures are offered; including any categories or tiers for bundling of such tasks listed in 1-3 above. Detailed pricing is not necessary or desirable; budgetary figures are requested.
6. Finding and hiring candidates is a key element, but retention is a consideration. Corrections work is a unique environment; please supply information regarding synergistic strategies that may assist with retention.
7. NDCS suggests that payment schedules for recruiting firms should ensure that candidates who do not complete necessary pre-service training are not charged to the agency.
  - a. Please also review Neb. Rev. Stat. § 73-202 to §73-204, which describe statutory limitations on state agencies for service contracts as related to contingent fees, commissions, percentage, brokerage, and/or finder's fees.
8. Please share any information that has helped other organizations successfully partner with outside providers to hire, train and retain a motivated, professional workforce. This may include including recommendations to NDCS to consider in the development of any possible future solicitation.

NDCS is open to all feasible potential solutions based on the current staffing projections.

#### **D. ADDITIONAL RESOURCES**

Respondents may find additional information regarding NDCS's current facilities, population, reports, and mission at our website: [www.corrections.nebraska.gov](http://www.corrections.nebraska.gov)

Please review the "Careers" tab on the NDCS website for current overview of job classifications, incentives, and career FAQs.

Information regarding State employee benefits may also be found at:  
<https://statejobs.nebraska.gov/>

Nebraska Legislature links:

<https://nebraskalegislature.gov/laws/statutes.php?statute=73-202>  
<https://nebraskalegislature.gov/laws/statutes.php?statute=73-203>  
<https://nebraskalegislature.gov/laws/statutes.php?statute=73-204>



# Form A

## Respondent Contact Sheet

### Request for Information Number #802

Form A should be completed and submitted with each response to this RFI document. This is intended to provide the State with information on the vendor's name and address, and the specific persons who are responsible for preparation of the response.

Preparation of Response Contact Information	
Name:	
Organization Address:	
Contact Person & Title:	
E-mail Address:	
Telephone Number (Office):	
Telephone Number (Cellular):	
Fax Number:	

Each respondent shall also designate a specific contact person who will be responsible for responding to the State if any clarifications of the vendor's response should become necessary. This will also be the person who the State contacts to set up a presentation/demonstration, if required.

Communication with the State Contact Information	
Name:	
Organization Address:	
Contact Person & Title:	
E-mail Address:	
Telephone Number (Office):	
Telephone Number (Cellular):	
Fax Number:	

# To NSP STAFF AND ADMINISTRATION

I was asked to present the main list of issues, concerns, problems, & areas that need to be improved from the inmates perspective. I acknowledge that more common sense heads are better than one, so I asked other inmates (ones with knowledge and understanding in-particular) to help me come up with an accurate, and honest solutions section that would be neutral and beneficial to the staff as well as the inmates which would produce productive and more comfortable results for the parties involved (not the people on the outside looking down and in) keeping in mind safety and security concerns, along with real rehabilitation, and progress, and productivity. Read with an open-mind and put yourself in the inmates and the staffs shoes that are either causing the issues or enduring the consequences of.

LIMIT #2

IN THE NEBRASKA DEPARTMENT OF CORRECTIONAL SERVICES  
INMATE PETITION

WE, the signed-below inmates of the Nebraska State Penitentiary (NSP), hereby petition and grieve, by manifested right(s) promulgated and embedded in Title 68, Administrative Code, 2.012, the following practices, policies, and burdens, WE all in the present, suffer and/or stand subjugated, in violation of our state and federal constitutional rights, to wit: (1) the "pandemic" involving the COVID-19 remains a threat to us inmates and vaccinations have been sporadic, and not done in haste, (2) NSP and other NDCS facility(s) inmates labeled "LIFERS" (doing a LIFE sentence deserve a chance at some form of liberty/freedom via community-setting placement and/or parole/pardon, (3) intervention by NDCS Administrative Supervisors, Director, Deputy Directors, and the like, inclusive of outside dignitaries, i.e., ombudsman, lawyers, legislature/senators, etc., (4) the need to resolve the overcrowdedness within NDCS facilities, (5) a revamp of medical procedures and protocols, and (6) arbitrary and capricious actions and inactions via the NDCS-NSP disciplinary measures needs to be revamp and monitored by outside legal agency (i.e. Ombudsman office, legislature, etc.), as outside mediators. WE FURTHER AVER THAT OUTSIDE INTERVENTION, TO INCLUDE STATE OMBUDSMAN OFFICE, LEGISLATURE, ACLU (American Civil Liberty Union)(And not be limited to such), and the like, ARE NEEDED TO DETER, PRECLUDE, AND THWART NDCS PRISON OFFICIALS VIA ITS INEPT AND ARBITRARY RULE-MAKING POLICIES INVOLVING INSTITUTIONAL DISCIPLINARY PROCEDURES, NONCERTIFICATIONS IN THE RECOGNITION AND OBSERVATION OF DRUG-INTOXICATION & ALCOHOL, ATYPICAL HARDSHIPS & WANTON AFFLICTIONS LODGED AGAINST INMATES RESULTING FROM NDCS TRAINED PROTOCOLS MADE BY BIAS INNUENDOS DETRIMENTAL TO INMATES IN DAILY LIVELIHOOD INSIDE NSP PRISON YARD AND HOUSING UNITS. THESE AFFLICTIONS ARE TO A POINT OF NO RETURN, AND NDCS PLANNED MISSION OF BUILDING NEW PRISON(S) IS PALTRY AND UNNECESSARY (Hence, the lack of suitable staff is ever-prevailing and to no end-means). TO THIS END, WE FURTHER INVOKE Neb.Rev.Stat.§ 83-961 (State of Emergency/Overcrowdedness over 140%), and § 8627 (governor's complete authority, orders and regulations; powers of mitigation of effects of emergency.....) A RESOLUTION NEEDS TO SPRING FORTH AND BE IMPLEMENTED NOW, AND IN THE INSTANT, AND WE SO DESIRE AS SIGNED BELOW:

Circulator: Eric McGhee Eric McGhee, # 104958, Date: 5-19-21

Name:	Signature:	Inmate#:	Date:
<u>Derrick Stricklin</u>	<u>[Signature]</u>	<u>79759</u>	<u>5-16-21</u>
<u>Teathlaac Kveth</u>	<u>[Signature]</u>	<u>88744</u>	<u>5-16-21</u>
<u>Seth Schwanger</u>	<u>[Signature]</u>	<u>89287</u>	<u>5-16-21</u>
<u>Andre R-1h</u>	<u>[Signature]</u>	<u>80005</u>	<u>5-16-21</u>
<u>Michael Beard</u>	<u>[Signature]</u>	<u>80973</u>	<u>5-16-21</u>
<u>Jesse Ward</u>	<u>[Signature]</u>	<u>21277</u>	<u>5-16-21</u>
<u>Rory Kumbard</u>	<u>[Signature]</u>	<u>83273</u>	<u>5-16-21</u>
<u>Nathaniel Condon</u>	<u>[Signature]</u>	<u>211362</u>	<u>5-16-21</u>
<u>Michael Winder</u>	<u>[Signature]</u>	<u>88551</u>	<u>5-16-21</u>
<u>Blake Hill</u>	<u>[Signature]</u>	<u>87796</u>	<u>5-16-21</u>

④ Key Problems within  
NSP and some other  
NDCS facilities

inmates from a previous  
doors not clearing off  
that want more than  
10 minutes of fresh air  
or conversation, but don't  
want to be stuck in  
the unit or cage for  
another hour or  
more until next move-  
ment. Then inmates  
are intentionally turned  
against each other  
because the staff says  
your movement is based  
on others moving on time  
which is a situation  
administration created  
which has caused way  
more work and problems  
than solutions. From  
the standpoint of the  
staff forced to enforce  
the rules and frustrated  
inmates.

Possible and  
Potential Real  
Solutions.

SEE # 2 above

Stopping movement for  
any and all reasons should  
be limited to medical  
emergencies - NOT seg.  
traffic, vehicles or  
staff discretion.

Request to be allowed to  
return to our units from  
yard/gym in between doors  
for weather related issues,  
canteen purchases completed,  
restroom concerns, etc...

Request that the front  
yard be available for  
people to walk on instead  
of the muddy yards so  
clearing traffic isn't a  
concern

⑤

Key Problems within  
NSP and some other  
NDCS facilities

5.) (No mass job skill,  
trade skill, or social  
skill training for majority  
of population offered  
by the institution.)

Besides one construction  
class which doesn't hold  
more than 50 eligible  
inmates out of over  
1,300, there is no  
job or trade skill  
training offered in  
this prison for the  
vast majority of the  
inmate population. They  
give all the shop jobs  
to inmates who they feel  
are non-violent or non-  
problematic. and deny  
access to shop jobs  
to the inmates who come  
from poverty stricken  
environments who really  
need to learn and dev-  
elop job skills and a

Possible and Potential  
Real Solutions

⑤

Petition for  
inclusion of more and  
better vocational and  
educational rehabilitation  
classes, workshops,  
seminars, with  
outside sources. This  
is up to all prisoners  
to be innovating &  
creative to help prison  
administrators contact  
outside sources (as sponsors  
visitors, facilitators, etc.) to  
conduct such services.

(6)

## Key Problems within NSP and some other NDCS Facilities

work ethic, who need to be able to help provide for themselves and their families. A lot of times the reason they ended up in prison in the first place. The majority of decisions to deny an inmate an opportunity for a job are based on bias, racist, and stereotypes sometimes unconsciously but intentional believed automatically to be true about certain groups of people. With the staff/Admin. making these decisions having no real educational background or understanding of the individuals they label as problematic or who they hang around.

## Possible and Potential Real Solutions

See # 5 above

Request the Director locate additional trade schools

Request the Director remove the 3 year limitation for shop workers

Request an independent review board approve or deny job placement that is not the administration

Request that Intel conduct a hearing with a person recorded with witnesses to verify, to allow them to defend against bias/prejudice and dispute denial of jobs etc...

⑦

## Key Problems AT NSP AND OTHER NDCS FACILITIES

NOT WHO YOU ARE AS AN individual or WHAT you did. Countless number of inmates denied the opportunity to better themselves and move throughout the system. Often never given a concrete reason why besides the company they keep. And what Admin. assumes or insinuates you're about with no evidence or proof. Others move through the system without a scratch and could be El-Chapo, or Jeffrey Daumer and they never look twice at them because of what societies belief of who the (Poster Child Bad Guys) ARE.

## Possible and Potential Real Solutions

Seminars could  
remedy this  
plight-problem!



⑧

Key Problems  
within NSP and  
some other NDCS  
facilities

6.) MASS Punishment /  
MASS Lockdowns / MASS  
Grouping, Categorizing.  
One of the major problems  
in the institution. NSP  
still either hasn't  
figured out and inmates  
feel don't care to  
figure out how to  
accurately isolate  
incidents and problems  
amongst the individuals  
involved. This is one  
of the most significant  
problems we as an  
institution that calls  
itself the Department  
of Corrections has.  
Being Punished when  
you did nothing wrong  
and especially when  
you're striving to change  
for the better doesn't  
help to convince a

Possible and  
Potential Real  
Solutions

Request individualized  
punishment be  
used to correct issues  
rather than blanket MASS  
punishment

Petition, Petition,

Petition!!!!

More Complaints  
need to be done

in Lancaster

Court!! All

prisoners need 2  
grieve & write letters  
of complaint more!!



④ Key Problems  
within NSP and  
some other NDCS  
Facilities

person if you do right  
you get right and are  
treated correctly. In  
all actuality it's one of  
the main factors that  
make inmates lose hope  
and faith in the rehabi-  
litation process. With  
Guilty by Association  
Practices and the  
unwillingness to figure  
out the truth or admit  
they don't know or under-  
stand everything. Staff  
and intel especially form  
their conclusions on  
situations. with no proof  
or evidence or hearsay  
from someone who is  
working to get there-  
selves out of trouble.  
Once considered incredible  
and untrustworthy. now  
considered credible because

Possible and  
Potential Real  
Solutions

See # 6 above

⑩

Key Problems  
within NSP and some  
other NDCS facilities

They tell you what you  
want to hear which  
really just confirms  
in your mind bias and  
prejudice suspicions  
with no proof or evidence.  
The mass lockdowns  
issue is <sup>even</sup> more relevant  
for the whole prison  
population because it  
puts more people (staff  
and inmates) in a stress-  
full frustrating environment.  
Treated now like a  
segregation inmate and  
not even told why or  
any questions answered  
for not doing anything.  
And on top of all that  
you have so-called  
problematic units full  
of minorities and poor  
whites who a lot of times  
suffer constant harassment.

Possible and  
Potential Real  
Solutions

⑩

Petition, Petition, Petition  
AND

PROTEST

(Do grievances & gatherings)  
in groups or yardtime

⑥ Key Problems within  
NSP and some other  
NDCS facilities

from staff who I  
know personally <sup>in some situations</sup> are more  
of an inmate moving  
in the rehabilitating and  
right direction than  
plenty of the inmates  
in other units and have  
to deal with the scrutiny  
and negative temptation  
of others daily. Setting  
them up for failure  
which seems and feels  
intentional whether  
Admin. admits it or not.

⑦ (Unprofessional and Incompetent  
or not properly trained staff.)  
It seems from my observation  
that the main thing NSP  
staff attempt to focus  
on and specialize in is  
punishment and control.  
Correcting and rehabilitating  
a grown man's bad behavior

Possible and  
Potential  
Solutions

⑥

Petition, Petition, &  
Grievance to the  
Cows Come Home!!  
(And Protest!)

Request training of  
employees to include  
MANAGERIAL TRAINING  
WITH SENSITIVITY  
TRAINING

②

Key Problems  
within NSP and  
some other NDCS  
Facilities

or mindset is most  
times non-existent. You  
can not teach troubled  
people how to cope  
with stress, misery,  
depression, and hope-  
lessness by sitting  
them in a room and  
warehousing them  
until their jam-date  
comes. 75% of your  
day is spent in the  
unit or cell mandatory  
everyday. Tackling  
the issues or mistakes  
that got you to  
prison are very  
seldomly dealt with.  
The main thing inmates  
are taught is to be  
submissive, passive, and  
dependant on others to  
do things for you. The  
exact opposites of

Possible and  
Potential  
Real Solutions

\* See Above

# 11, 10, 2 & 3

⑬

Key Problems  
within NSP and some  
other NDCS facilities

Possible and  
Potential Real  
Solutions

What a man needs to  
learn if he plans on  
getting out and making  
something out of  
himself and not returning  
You're expected to act  
like a grown man and  
make what they call  
the right decisions, but  
you're treated like a  
child going through a  
scared-straight  
program whether you're  
2 months in or 20  
years in. No accountability  
or responsibility taken  
for incompetent or  
lazy staff. There  
is bad communications  
and often don't know  
how to carry out their  
whole job duties on  
top of their often racist  
bias and condescending

"  
(Ditto)

④

Key Problems  
within NSP and  
some other NDCS  
Facilities

Possible and  
Potential  
Real Solutions

beliefs about inmates  
who a lot of times have  
more education, wisdom,  
and life skills than the  
people put in place to  
baby-sit. The inmates  
for the most-part run  
self-betterment groups  
and classes because  
the staff are incapable  
of understanding  
inmates needs or  
actual problems, or  
real classes that help  
tackle the core issues.  
The classes are non-  
existent or have no  
room, or unavailable to  
the ones that need them.  
Often inmates are denied  
parole or opportunity to  
advance through the  
system because classes  
they say are needed

11  
(Ditto)

⑮

Key Problems  
within NSP and  
other NDCS facilities

have waiting lists  
that can stop inmates  
from leaving for months  
and sometimes years.  
and a lot of times  
can be took in the  
community. Other  
times inmates are  
denied Parole or  
moving through the  
system for minor  
reasons or infractions  
and even a lot of  
times have no legitimate  
answer to why they  
cant proceed even  
when all the criteria  
asked of them has  
been met and complete  
and are disrespectively  
told we dont have to  
give you an answer.  
A lot of times with no  
reasonable answer available.

Possible and  
Potential Real  
Solutions

part  
15-16

Petition, Appeals  
file complaint in  
Court, Write letters  
to Ombudsman offices  
Inspector General

(16)

Problems within  
NSP and some  
other NDCS facilities

Possible and  
Potential  
Real Solutions

The risk factor is a  
personal perception of  
someone they really  
know nothing about or  
who they are as an  
individual

← Agree!

8) (Lifers:)

Killing someone and committing  
a murder is not the same  
thing. Unfortunately the  
majority of people don't  
know or understand the  
difference. The legal  
and moral definitions are  
completely different, but  
a lot of times people  
don't care to break  
it down on an individual  
basis once a conviction  
is made. The worst  
misconception for lifers  
that is widely unknown.  
(also with people in jail

(16)

\* Stay on  
this one!

Request a life sentence classification  
system be implemented which  
classifies each person based on  
the particular facts of their  
crime then behavior should  
be factored to secure  
lower custody levels



⑦

Key Problems  
within NSP and some  
other NDCS facilities

Possible and  
Potential  
Real Solutions

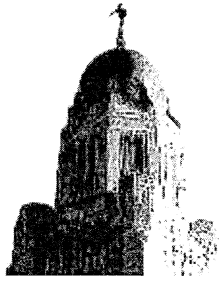
for murder and manslaughter)  
is that they have a  
recidivism rate of  
1% I repeat 1% for  
committing the same  
or similar crime. But  
are denied a second  
chance consistently when  
shown and proven remorse  
and rehabilitation and  
also the moral yearning  
to want to help right  
their wrongs and help  
to prevent others from  
making the mistake.  
Not all develop that  
mind-set but I promise  
it would surprise you how  
many do. Some people are  
bad apples and remain that.  
but a conviction doesn't determine  
that. It's just the fastest and  
easiest way to label one as a

See Above  
#16

lost cause and irreparable with no  
real understanding or investigation.

DOUG KOEBERNICK  
Inspector General

ZACH PLUHACEK  
Assistant Inspector General



STATE OF NEBRASKA  
OFFICE OF INSPECTOR GENERAL OF CORRECTIONS  
State Capitol, P.O. Box 94604  
Lincoln, Nebraska 68509-4604  
402-471-4215

## Memorandum

To: Judiciary Committee  
From: Doug Koebernick, Office of Inspector General  
Re: NDCS Incidents  
Date: July 6, 2021

This past weekend there were some serious events that took place within the Nebraska Department of Correctional Services.

First, incidents in the restrictive housing unit at the Tecumseh State Correctional Institution (TSCI) took place over the weekend. As part of these incidents, three inmates started fires in their respective cells and during their removal from their cells staff were assaulted and injured (although no staff required outside medical care). The Tecumseh Fire Department arrived and had to use a water hose to extinguish the fire. Earlier today, a staff member was assaulted in a different housing unit. Both of these incidents will be investigated by the OIG. In addition, staffing shortages over the weekend continued the trend of having limited movement across the facility.

Second, as you may have read, the Lincoln Correctional Center (LCC) and the Diagnostic and Evaluation Center (DEC) have had staffing emergencies declared at each facility. This could take place as soon as Thursday. In this case, a significant amount of staff will begin to work twelve-hour shifts (7am to 7pm and 7pm to 7am) four days per week instead of eight-hour shifts five days a week. It is likely that this result in some additional limitations on inmate movement. The Office of Inspector General (OIG) was contacted over the weekend about critical staffing levels at each of those facilities which resulted in limited inmate movement. Critical staffing levels and near critical staffing levels continued into today at both facilities.

The situation in Unit C at LCC can give you an idea of how these staffing shortages affect facilities. This unit houses about 60 individuals. Roughly half have serious mental illnesses, including many who are on suicide watch; the remainder are in segregation, restrictive housing or special management. There have been several recent instances where critical staffing levels have prompted Unit C to have just a single staff person for an entire shift. This raises clear safety concerns.

First, it puts staff in a precarious situation. Last month, a Unit C inmate with a serious mental illness kicked open his locked cell door without staff realizing, and surprised two caseworkers who were working in a nearby office. This inmate is serving a life sentence, has a history of assaulting staff and was classified for long-term restrictive housing despite his mental illness. Needless to say, the staff on that unit were fortunate this individual did not seek to harm them this time.

Inmates, staff and NDCS inmates are all aware these doors can be kicked open. At least two cell doors on the unit are equipped with sliding locks that are more secure, and only can be opened manually from the outside. These specially locked cells are in opposite wings of the unit, which could present a serious danger to the inmates in the event of a fire or similar emergency, if only one staff person was present in the unit.

Finally, low staffing on this unit raises questions about the safety and wellbeing of the men housed there. Individuals on suicide watch are supposed to be checked every 15 minutes. Additionally, statute requires those not in segregation or restrictive housing to receive roughly four hours of out-of-cell time each day -- a significant task on Unit C, where most inmates can only be let out individually or in small groups. The OIG visited Unit C recently and was impressed by the dedication and professionalism of the staff there, despite their working conditions. One individual said he had worked 12 days in a row, with a stint of four 16-hour days followed by one more normal day then another 16-hour shift. It is difficult to imagine even the most qualified individuals remaining effective and meeting the demands of this unit under such conditions.

On Saturday the OIG did contact Director Frakes to share that information about the immediate situation had been shared with the OIG. Director Frakes responded by stating that as a result of reducing movement at LCC, and shifting resources, staffing needs were met. He then shared that "Moving to the 12 hour shifts will resolve the issue (at least for now)."

As always, please contact our office if you have any questions regarding these or any other correctional issues.

# NEBRASKA

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DEPT OF CORRECTIONAL SERVICES



Attachment G

Pete Ricketts, Governor

DATE: September 2, 2021  
TO: LCC/DEC Team Members  
FROM: Director Scott R. Frakes  
RE: New Staffing/Operation Schedule

A handwritten signature in black ink, appearing to read "S. Frakes".

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To bring greater consistency to the operations at both LCC and DEC, as well as to maintain the highest level of safety and security, we will be moving those facilities to a new staffing schedule effective Monday, September 13th. The primary schedule will consist of four days of 12-hour shifts (Monday – Thursday, 7 a.m. – 7 p.m.), which is when most inmate activity will take place. Friday, Saturday and Sunday will be on modified operations, and consequently, reduced staffing.

For some staff members, this will result in a change of days on and days off; but, it should help alleviate the challenges we have faced when operating at or below critical levels – not only for our teammates, but also for the inmate population. Weekends will be limited in terms of inmate movement. Visits, programming, volunteer activities, medical clinics, library access and recreation – will all fit into the Monday-Thursday schedule. Meals will be delivered to cells on the weekend and there will be a limited shower schedule, managed by unit.

This plan will help provide staff members with greater consistency in their work schedule and will ensure that we have the appropriate number of individuals available within those facilities to manage all of the things that go along with providing the safe care and security to those who are incarcerated with NDCS.

There will be a significant increase in the number of posts with F/S/S days off. This will be beneficial to many of you, but I understand it will be disruptive for some. The leadership team at LCC/DEC will start working with staff tomorrow to identify post

Scott R. Frakes, Director  
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changes, following a process similar to the one used in June. More detailed information on this process and operational changes will be published by the LCC/DEC leadership team.

These are unprecedented times. Turnover has reached historic levels, and the applicant pool is less than 50% of what it was at the beginning of the year. Solutions will be found, but it's going to take time to reverse these trends and just recover back to where we were in January. My thanks to all of you that have remained with NDCS despite the difficult conditions, and the on-going changes. I appreciate every one of you.

# NEBRASKA

Good Life. Great Mission.

DEPT OF CORRECTIONAL SERVICES



Pete Ricketts, Governor

DATE: September 2, 2021  
TO: LCC/DEC Incarcerated Population  
FROM: Director Scott R. Frakes  
RE: New Staffing/Operation Schedule

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To bring greater consistency to the operations at both LCC and DEC, as well as to maintain the highest level of safety and security, we will be moving those facilities to a new staffing schedule effective Monday, September 13th. The primary schedule will consist of four days of 12-hour operational shifts (Monday – Thursday, 7 a.m. – 7 p.m.), which is when most activity for the incarcerated population will take place.

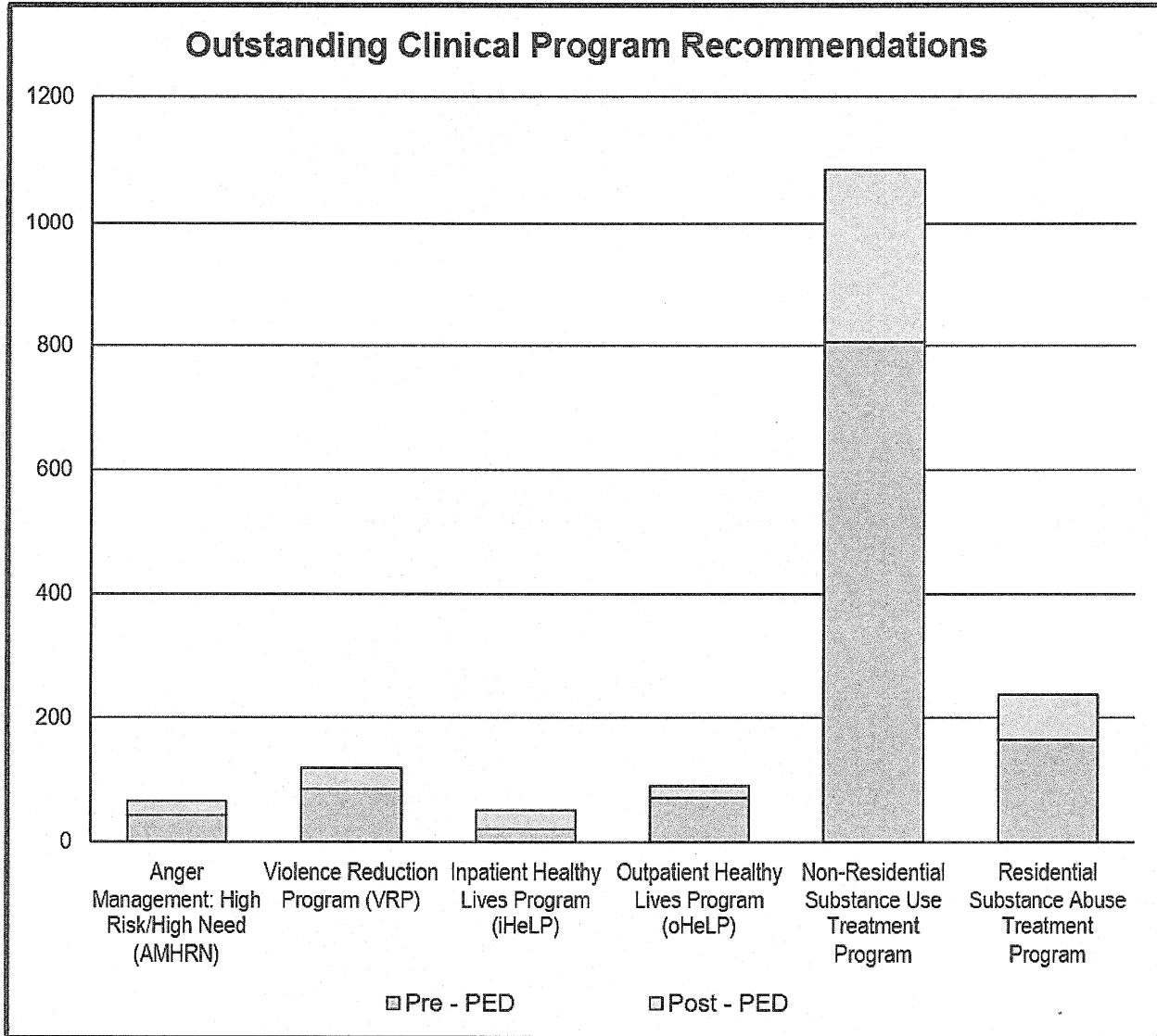
Weekends will be limited in terms of movement. Visits, programming, volunteer activities, routine medical clinics, library access and recreation – will all fit into the Monday-Thursday schedule. Meals will be delivered to cells on the weekend and there will be a limited shower schedule, managed by unit.

Obviously, consolidating a week's worth of activity into a limited schedule is not ideal and we recognize that it is not convenient. We also know having activities frequently delayed or cancelled due to a lack of staffing is frustrating. This consolidated schedule raises staffing levels Monday-Thursday, helping to ensure activities occur as scheduled.

Corrections, like most other employers, is experiencing more turnover and less people applying for work than at any time in the past. We are working hard to address these issues, while continuing to provide you as much activity time as is possible.

Scott R. Frakes, Director  
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### Programming Information - Outstanding Recommendations

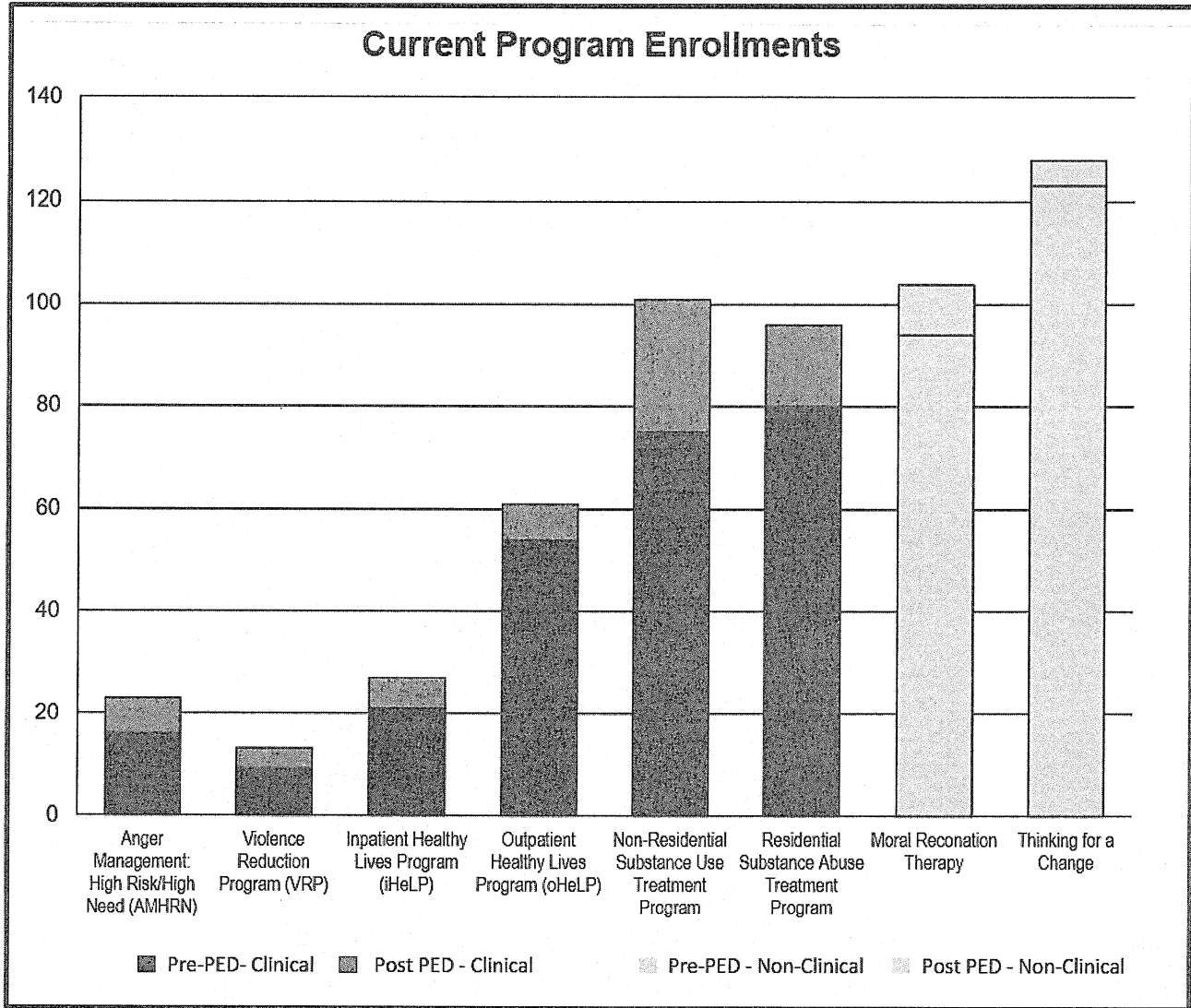


#### People Past PED with Outstanding Clinical Program Recommendations

Program	Time to Tentative Release Date					
	≤ 6 Months	6 Months to 1 Year	1 to 3 Years	3 to 5 Years	5 to 10 Years	10 or More Years*
AMHRN	5	4	7	4	3	0
VRP	10	3	8	6	6	1
iHeLP	4	4	7	2	5	8
oHeLP	3	2	9	3	1	1
Non-Res.	49	32	105	35	36	20
Res.	15	7	16	11	16	7

\*includes individuals serving life sentences

## Programming Information - Current Enrollments



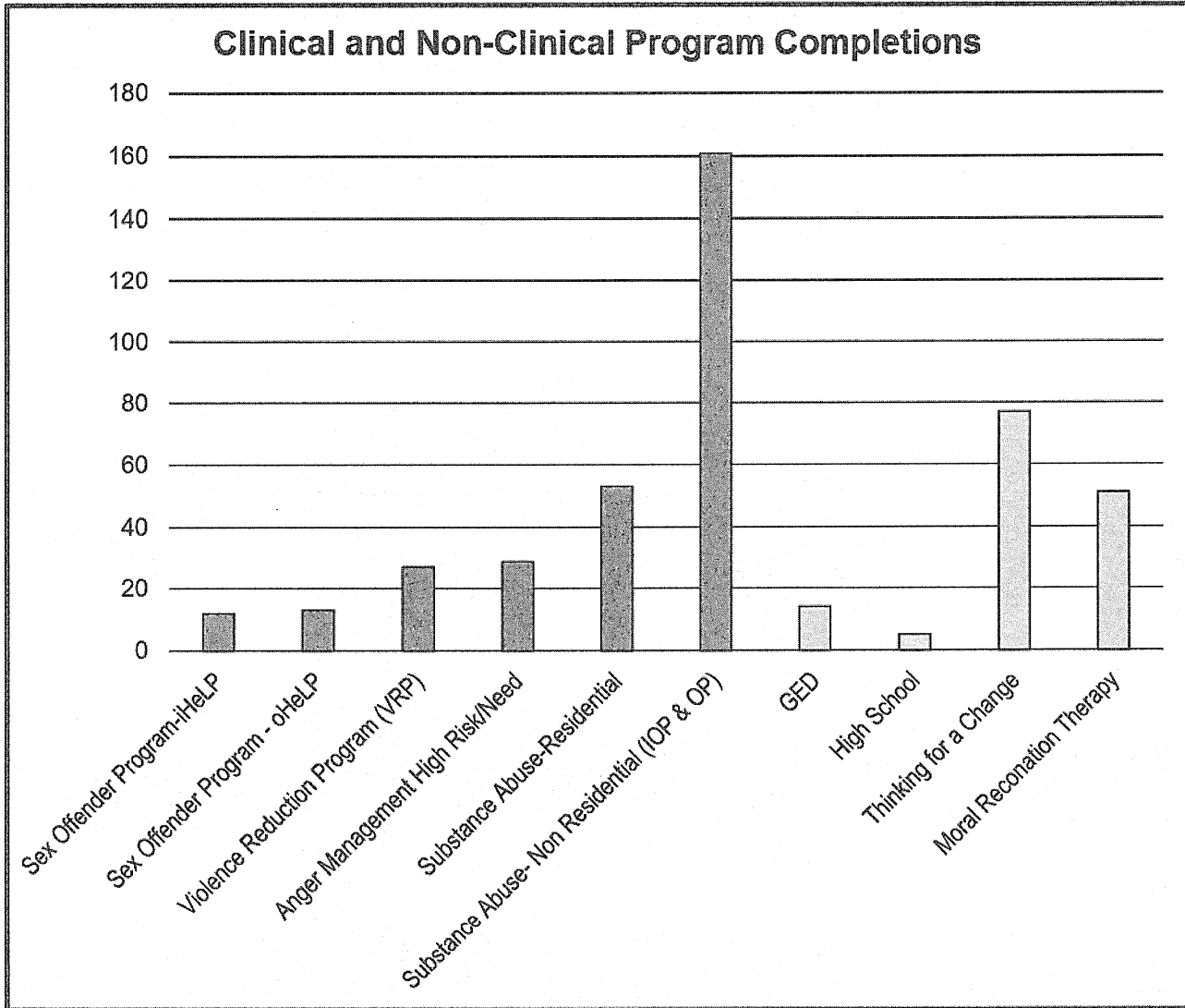
### People Past PED Currently Enrolled in Clinical Programming Time to Tentative Release Date

Program	≤ 6 Months	6 Months to 1 Year	1 to 3 Years	3 to 5 Years	5 to 10 Years	10 or More Years*
AMHRN	0	0	2	1	3	1
VRP	0	0	0	2	2	0
iHeLP	1	0	3	1	1	0
oHeLP	3	1	0	3	0	0
Non-Res.	5	4	5	7	5	0
Res.	1	0	9	2	3	1

\*includes individuals serving life sentences



### Programming Information - Program Completions



Source	Recommendations	2017 NDCS Response	2018 NDCS Response	2019 NDCS Response	2020 NDCS Response	2021 NDCS Response
<p><b>2016 Annual Report</b></p>	<p>Review options pertaining to using county jails as work release placements for people who will be transitioning to areas near those county jails</p>	<p>Have an agreement with Scottsbluff – will continue to explore this idea.</p>	<p>With our commitment to build 260 new community custody beds, and 100 minimum custody beds - we will need to work hard to keep our lower custody beds filled. We can't justify the cost associated with renting beds for work release.</p>			
<p><b>2016 Annual Report</b></p>	<p>Establish a two-year pilot program in order to provide “a specialized program to provide services for individuals with a developmental disability as defined by the Division of Developmental Disabilities.” The program would require that the Department contract with a provider certified by the Division and that they track data related to the program and report it to the Governor and Legislature. An emphasis of the program would be to assist with the successful re-entry of this population into the community</p>	<p>We will have housing dedicated to cognitively impaired inmates by January, 2019, and programming to address their special needs. We will partner with HHS to develop evidence based approaches. This is an important issue, but we are not ready to focus on this project.</p>	<p>Due to competing demands this project has been extended to July 2019.</p>	<p>Addressing the needs of the cognitively impaired population remains a top priority, and funding is now available to address programming needs. With the passage of LB686 we are prioritizing this work over the next 7 months.</p>		<p>A 96 bed addition to RTC will provide properly designed space to address this and other needs. Design is currently underway.</p>

<b>2017 Lamere Report</b>	Utilize substance abuse treatment staff to initiate a drug awareness campaign to educate inmates and staff regarding the dangers of using illegal drugs		A campaign was initiated in the fall of 2017. It is time to renew those efforts. New videos have been provided for facilities' closed circuit channel regarding the dangers of using K2.	Efforts continue		
<b>2017 Lamere Report</b>	Increase the frequency and thoroughness of searches of staff as they enter the prisons		Contraband detection is a priority and efforts are on-going to ensure the safety of staff and inmates.			
<b>2017 Lamere Report</b>	Utilize drug dogs on a more frequent basis at the entrances of the prisons in order to act as a deterrent and to catch any illegal drugs that are being brought into the prisons		An additional canine position was established at OCC - resources have been and will continue to be fully utilized.	Adding another canine position - will be housed at NCCW, provide support to WEC, and other agency facilities as needed		Use of drug detecting canines is currently under review.
<b>2017 Annual Report</b>	Report all unit lock downs to the OIG in a timely manner		Reports of modified operations are made to the OIG.			

<p><b>2017 Annual Report</b></p>	<p>Establish a long-term plan for higher education and vocational education opportunities and present it to the Governor and the Legislature</p>		<p>Current focus is ensuring full utilization of existing resources, quality assurance, and research to show effectiveness.</p>			<p>With the incarcerated individuals soon able to access Pell Grants (once again), the agency will expand the use of "Education Release" and explore potential options for expanding college courses in secure facilities.</p>
<p><b>2017 Annual Report</b></p>	<p>Request that the Department of Administrative Services review the wage scale for Mental Health Practitioners, Substance Abuse treatment staff, and any other positions identified by NDCS as needing an updated and more accurate wage scale</p>		<p>Compensation reviews for positions with retention/recruitment issues will continue.</p>			
<p><b>February 6, 2018 Letter to Director Frakes</b></p>	<p>I would recommend that the Department review options related to providing text message updates to interested people for each facility.</p>		<p>Considered, not adopted</p>			
<p><b>2018 Annual Report</b></p>	<p>Review the ability of NDCS to pay an additional bonus or stipend to staff who speak and utilize a foreign language during their employment;</p>			<p>Under consideration - won't happen in 2019</p>		

<p><b>2018 Annual Report</b></p>	<p>Revisit the past recommendation of representing salary proposals to the Department of Administrative Services that would either result in longevity pay or the establishment of a tiered plan system where an employee can be rewarded for reaching certain work goals, achievements or certifications. For example, positions of Corporal I, Corporal II, and Corporal III could be created. To move from one tier to the other the individual would have to be in their position for a certain period of time, take outside classes, gain a special certification or accomplish goals established by NDCS. Health services staff could achieve something similar if they receive a form of health professional certification;</p>			<p>Compensation work for 2019 is completed.</p>		<p>Progress made with union represented staff. Much more work to be done.</p>
<p><b>2018 Annual Report</b></p>	<p>Revisit the past recommendation of providing additional pay for employees who participate in extra</p>			<p>Compensation work for 2019 is completed.</p>		

	duties that require additional training;							
<b>2018 Annual Report</b>	Meet with the leaders of Nebraska's community college community to discuss the possibility of working with them to establish career tracks and other classes or training programs to recruit, develop and grow the NDCS work force;			Currently working with Doane College, and DOL - exploring potential pilot programs			Peru scholarship program is up and running.	
<b>2018 Annual Report</b>	Consider reviving the plan for a qualitative analysis of clinical programming;			done			Exploring options to get this work completed.	
<b>2018 Annual Report</b>	Conduct exit interviews of inmates who are released from community corrections centers;			Will pilot in 2019 at CCCL female unit - start by 10/15/2019				
<b>2018 NSP Report</b>	NDCS and the OIG should work together to conduct similar assessments of other state correctional facilities.			No response				

<p><b>2019 Annual Report</b></p>	<p>NDCS should expand the use of body cameras, especially at LCC.</p>			<p>The cost/benefit ratio does not support expansion of BWCs within NDCS. Expanded use of the technology will require a budget request, and we have other technology needs that are a much higher priority (video camera systems, radio systems).</p>	
<p><b>2019 Annual Report</b></p>	<p>NDCS should collect data on contraband turned over to the Nebraska State Patrol that is not shared with NDCS or the OIG</p>			<p>A process to capture this information was to be developed, but fell to the side due to leadership changes and COVID-19. The project is being resumed and should be operational by September.</p>	

<p><b>2019 Annual Report</b></p>	<p>NDCS should reinstate domestic violence programming.</p>			<p>Providing domestic violence treatment/programming in prison has not been shown to be effective. DV is best addressed in a community setting. We will continue to offer anger management and the Violence Reduction Program as our clinical interventions for violence.</p>	
<p><b>2019 Annual Report</b></p>	<p>NDCS should review the effectiveness of the delivery of the substance abuse treatment programs and consider working jointly with community treatment providers to improve and enhance the program. The review should also examine any issues with attracting and retaining staff for the program</p>			<p>Efforts are underway to initiate a research project on our substance abuse treatment program. With your help, the agency was (is) in the process of forming a relationship with NABHO, and we've met twice. The June meeting was cancelled due to the pandemic. We will resume the conversation as soon as it is safe to do so.</p>	<p>Exploring options to complete a review of SA treatment.</p>



<p><b>2020 Annual Report</b></p>	<p>NDCS should establish a goal that the majority of incarcerated individuals receive and complete their clinical programming 12 to 18 months prior to their parole eligibility date or release date.</p>					<p>Where sentences allow, and inmates are willing to participate, this is occurring.</p>
<p><b>2020 Annual Report</b></p>	<p>The name of the Work Ethic Camp should be changed to reflect its current role in the correctional system.</p>					
<p><b>2020 Annual Report</b></p>	<p>The OIG and NDCS should study the role of race as it relates to the transfer list and different custody stages within the system.</p>					
<p><b>2020 Annual Report</b></p>	<p>Director Frakes and his leadership team should hold town halls for each shift of workers at CCCL and the incarcerated individuals at CCCL in order to receive candid and open input on the conditions at the facility.</p>					

<p><b>2020 Annual Report</b></p>	<p>NDCS needs to address the issue of wage compression between salary and non-salary staff, as well as the salary structure of wardens, other administrative positions and positions highlighted in the 2020 Report by requesting additional funding.</p>				<p>Efforts were made through the biennial budget process, but negotiated increases by represented staff negated the progress. More work to be done here.</p>
<p><b>2020 Annual Report</b></p>	<p>The Department and the Legislature should work together to identify the resource needs of the Department in order to increase opportunities for inmates to acquire vocational or other skills during incarceration that will help ensure their success upon reentry to the community.</p>				<p>The VLS program provides \$4 million a year for vocational/lifeskills training. This is in addition to education, clinical treatment, and a wide variety of programs.</p>
<p><b>2020 Annual Report</b></p>	<p>NDCS should revamp their exit interview process and then set up a system to report the outcomes and action items that result from an enhanced exit interview program.</p>				

<p><b>2020 Annual Report</b></p>	<p>As part of the career pathways program at Peru State College, NDCS should initiate a repayment option for students that are not employed at TSCI for a certain number of years and they should also prioritize the recruitment of a diverse population to participate in the program.</p>				<p>Recruiting does focus on attracting a diverse pool of participants.</p>
<p><b>2020 Annual Report</b></p>	<p>To demonstrate whether or not there was any impact by the reducing of the operational hours of NSP and TSCI in 2019, NDCS should examine the statistics discussed in the Frakes/Chambers exchange at the October 25, 2019 Judiciary Committee hearing and report those findings to the Judiciary Committee.</p>				
<p><b>2020 Annual Report</b></p>	<p>In 2021, NDCS should contract for an update of the recently completed inmate population projection report due to the number of changes in 2020.</p>				<p>This issue will be reviewed as part of the 2021 Master Plan project</p>

<p><b>2020 Annual Report</b></p>	<p>NDCS should implement a program to provide inmates with an opportunity to have good time that was designed "non-restorable" restored should they exhibit certain behaviors.</p>					<p>Inmates may request restoration through the Director's office. Having a formal appeal process for loss of "non-restorable" good time would mean that there is no "non-restorable" loss of good time.</p>
<p><b>2020 Annual Report</b></p>	<p>NDCS or the Legislature should contract with the Nebraska Center for Justice Research for an updated report that assesses the use of good time in the correctional system.</p>					
<p><b>2020 Annual Report</b></p>	<p>NDCS should provide a plan for addressing the maintenance backlog of over \$60 million in projects to the Governor and the Legislature no later than September 15, 2021.</p>					

<p><b>2020 Annual Report</b></p>	<p>NDCS and Parole should do the following: 1) Review formerly incarcerated individuals in NDCS who had a domestic violence program recommendation and did not receive any such programming and determine their recidivism rates; 2) Review those formerly incarcerated individuals in NDCS who had a domestic violence program recommendation and did not receive any such programming and determine their recidivism rates; and, 3) Review the five programs highlighted by the Institute's report and determine if they could play a part in the programming being offered within NDCS in the future.</p>				
<p><b>2020 Annual Report</b></p>	<p>NDCS should finish the three-part programming report started by Ada Alvarez and also conduct an analysis of the Alvarez report to determine if any action was taken as a result of that report and the</p>				<p>Exploring options to resume reviews of clinical treatment</p>



<p><b>2021 Staffing Update Report</b></p>	<p>The Department should examine the efficacy of its current \$10,000 bonus program to determine whether that initiative should be retained, modified or replaced. This examination should also take into account the impact on hiring and retention of caseworkers and other comparable positions. The results of this examination should be shared with the Governor and the Legislature so they are able to determine whether or not to continue to fund future bonus efforts.</p>				
<p><b>2021 Staffing Update Report</b></p>	<p>NDCS should engage in significant, ongoing discussions with individuals who work in the behavioral health field to gain a better understanding of their concerns and demonstrate their commitment to addressing the vacancies in this area of NDCS. In addition, NDCS should develop an action plan for addressing these significant vacancies</p>				

<p><b>2021 Staffing Update Report</b></p>	<p>NDCS should determine what action can be taken to decrease the reliance on contracted medical positions such as nurses.</p>				
<p><b>2021 Staffing Update Report</b></p>	<p>NDCS should examine statistics related to inmate conduct and rehabilitative outcomes at NSP and TSCI, and report to the Legislature on whether ongoing staffing emergencies at those facilities have impacted these performance measures.</p>				
<p><b>2020 NSP Arrest Report</b></p>	<p>Create one intelligence system with a clear chain of command and mission, but also one that maintains constant and transparent communication with the leaders of each correctional facility. As part of this process all Intelligence staff plus facility leaders should be involved in a review of the current system.</p>			<p>Reject: The current Intelligence Unit organization structure is already under review by the newly appointed head of the unit.</p>	<p>current structure meets NDCS needs</p>
<p><b>2020 NSP Arrest Report</b></p>	<p>Establish a written policy for the use of recording devices as well as establish a tracking system for their location and utilization.</p>			<p>Accept.</p>	



<p><b>2020 NSP Arrest Report</b></p>	<p>Conduct an immediate NDCS investigation into the use of listening devices in the past and provide a written report regarding this review to the OIG and the Nebraska State Patrol. Verify who has the "loaner" listening device and provide this information to the Inspector General of Corrections and the Nebraska State Patrol as soon as possible.</p>			<p>Reject</p>	
<p><b>2020 NSP Arrest Report</b></p>	<p>Establish a more centralized and coordinated system of tracking when staff attempt to intercede with other staff who they believe may be targets for manipulation, deception or inappropriate relationships.</p>			<p>We are reviewing our practices to determine needed improvements, and changes will be captured in policy. Policy will be provided to the OIG as published.</p>	
<p><b>2020 NSP Arrest Report</b></p>	<p>Review how cases involving employees who have been identified as needing administrative or criminal intervention are handled throughout the system and determine whether or not this needs to be amended to create a better system for handling employee</p>			<p>We are reviewing our practices to determine needed improvements, and changes will be captured in policy. Policy will be provided to the OIG as published.</p>	

	concerns and provide a written report regarding the results of this review to the OIG.					
<b>2020 NSP Arrest Report</b>	Review how criminal investigations, or a belief that a criminal investigation of an employee is needed, impacts possible administrative actions that may need to be taken against an employee and provide a written report regarding the results of this review to the OIG.				We are reviewing our practices to determine needed improvements, and changes will be captured in policy. Policy will be provided to the OIG as published.	
<b>2020 NSP Arrest Report</b>	Implement a pilot program involving the use of a body scanner at NSP. Should NDCS move forward with this pilot program, there are challenges associated with their use. These challenges include proper training and use of the scanners, privacy concerns, any potential health concerns and several others.				Reject.	Body scanner will be installed at the RTC.

<p><b>2020 NSP Arrest Report</b></p>	<p>Update the NSP camera plan by the end of the year to include the need for additional video cameras in the kitchen area, including the possibility of higher resolution cameras.</p>			<p>Reject.</p>	
<p><b>2020 NSP Arrest Report</b></p>	<p>Establish a system for tracking criminal cases referred to the Nebraska State Patrol and the local County Attorney, including the outcome of those cases.</p>			<p>Reject. A tracking system for referrals already exists.</p>	
<p><b>2020 NSP Arrest Report</b></p>	<p>Require Human Resources to maintain all documentation provided to them regarding requests to suspend or terminate an employee.</p>			<p>We are reviewing our practices to determine needed improvements, and changes will be captured in policy. Policy will be provided to the OIG as published.</p>	
<p><b>2020 NSP Arrest Report</b></p>	<p>Provide data on an annual basis to the Governor, Legislature and the Inspector General of Corrections on the number of NDCS staff who are arrested and/or prosecuted for their activities within NDCS. In addition, data should also be provided to these entities regarding the number of NDCS staff who are asked to</p>			<p>Reject</p>	

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leave due to alleged inappropriate or illegal actions.