

Media Release

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For Immediate Release

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NDCS Releases Plan for Use of Retention Funds

LINCOLN, Neb. – The Nebraska Department of Correctional Services announced, today in an internal memo to staff, the plan to use \$1.5 million in one-time funds to retain quality staff.

NDCS must use the funds during fiscal year 2015-2016 and they “shall only be used for strategies to retain quality staff in workforce shortage areas at institutions operated by the Department. At least \$150,000 of this appropriation shall be used in the retention of staff within the Division of Health Services.”

“Whether you are talking about Union Pacific, Cabela’s, or the Nebraska Department of Correctional Services, employees are the framework upon which all of the organization’s success depends,” Scott Frakes, NDCS director said in the memo.

“The most successful and enduring organizations in the world are those that not only have a common sense of mission and respect for their employees, but who also devote time, energy and money into retaining those employees,” Frakes said.

Areas receiving funding include better training and professional development opportunities for staff at all levels; resources, specific in nature and tailored to our work, to help in coping with the unique challenges and stress unique to the correctional environment; better wellness amenities; a bonus acknowledging the costs required to commute to Tecumseh State Correctional Institution; and augmented educational benefits for behavioral health staff.

“We have listened to valuable feedback from staff, other stakeholders and policymakers on this topic to identify and prioritize options for use of these funds,” Frakes said.

“This agency cannot, and will not, lose sight of the goals laid out in the Strategic Plan,” he continued. “We will continue to Transform Corrections; be Transparent and Accountable; develop Collaborative Community Relationships and a Culture of Reentry and Rehabilitation; and work toward attaining One Team – One Vision. These funds will help get us there,” he concluded.

An overview of the plan is attached to this email.

