



Compensation, Recruitment & Retention Incentives

April 22, 2019

These incentives are being implemented by NDCS and are not part of the negotiated contracts with NAPE/AFSME, SCATA or FOP.

Merit/Longevity Pay Program

This pilot program extends the existing merit/longevity pay program at TSCI to also include NSP, LCC and DEC. It applies to those who are covered either by the current NAPE/AFSME labor contract or by the Nebraska Classified Personnel Rules and Regulations (It does not apply to those covered by the FOP contract or SCATA).

Those teammates will receive a percentage adjustment to their gross pay in each pay period (in 2.5% increments) starting July 1, 2019 according to the following schedule:

	<u>NSP, LCC/DEC</u>		<u>TSCI</u>
1 year of service	2.5% increase	1 year	2.5% increase
3 years of service	5.0% increase	3 years	5.0% increase
7 years of service	7.5% increase	5 years	7.5% increase
10 years of service	10.0% increase	7 years	10.0% increase

Timeframes for providing the longevity/merit bonus to employees at TSCI have been accelerated in an effort to maximize the impact of the program. Continuous state service will

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count toward this merit incentive. Again, it is only applicable to those (NAPE/AFSCME and Rules & Regs) teammates employed at NSP, LCC/DEC and TSCI.

This incentive will be applied on top of the 2.3% annual increases that were negotiated in the NAPE/AFSCME contract that will also go into effect July 1, 2019 – June 20, 2021. Adjustments will be made in the pay period in which changes in continuous service, anniversaries, pay or employment location occur.

Referral Incentive

Effective immediately, any NDCS employee may receive referral incentives for the recruitment of newly hired permanent employees in any job classification.

The details:

- If you refer an employee, you must also be employed through NDCS to receive the following incentive payouts:
 - For each person you refer who completes STA = \$50
 - For each person who also completes his/her original probation = an additional \$200
 - For recruitment of a newly hired veteran (who completes STA) = \$100
 - For recruitment of a newly hired veteran (who completes his/her original probation = an additional \$300
- New hires can include former NDCS employees who are eligible for rehire as permanent employees
- There is no limit to the amount that a teammate can earn as a result of referring a new employee(s)

Hiring Bonus

This bonus will apply to the first 100 new hires who fall into specific job classifications at NSP, LCC/DEC and TSCI. This program will launch immediately.

The details:

- The \$3,000 hiring bonus will be paid out in three increments of \$1,000 upon the new hire's completion of three months, nine months and 12 months of employment
- Job classifications that are eligible for the \$3,000 bonus are: corporal, unit caseworker, food service specialist, facility maintenance (specialist, electrician, plumber, stationary engineer), recreation specialist, nurses (RN & LPN), healthcare providers (doctor, dentist, physician's assistant, advanced registered nurse practitioner), social worker, mental health practitioner, chemical dependency counselor/treatment specialist

- NDCS will be advertising this new hiring incentive across multiple channels, including billboards.
- The time period for this hiring incentive is 120 days beginning immediately.

Supervisory Retention Initiative

Starting immediately, first and second line supervisors will receive a bonus for each new teammate who completes his or her original probation. In addition, a second bonus will be paid when that teammate reaches his or her one-year anniversary.

The details:

- First Line Supervisors – you will receive a \$250 payment when your newly hired teammate successfully completes his/her six month probation. You will receive an additional payment of \$150 when the new hire achieves one year of employment in NDCS
 - To qualify for the first payment, you must supervise the new teammate for at least three of the original six months. To qualify for the second payment, you must supervise the teammate at least seven of the 12 months
- Second Line Supervisors – you will receive a \$125 payment when your newly hired teammate successfully completes his/her six month probation. You will receive a second payment of \$75 when the new hire achieves one year of employment in NDCS
 - To qualify for the first payment, you must supervise the teammate for at least three of the original six months. To qualify for the second payment, you must supervise the teammate at least seven or the 12 months
- This retention initiative is available to ALL supervisors, including sergeants

If you have questions regarding any of the programs, please email NDCS Assistant Talent Director Paul Norrid at paul.norrid@nebraska.gov.