



NDCS Retention Incentives

Current as of 10/8/2021

Supervisory Retention Initiative

First and second line supervisors can receive a bonus for each new teammate who completes his/her original probation. In addition, a second bonus will be paid when that teammate reaches his/her one year anniversary.

- 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 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
- This is available to all supervisors, including sergeants

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Merit/Longevity Pay Program

This program extends the existing merit/longevity pay program at TSCI to also include NSP, LCC and DEC. It applies to those who are covered by the current NAPE/AFSCME labor contract or by the Nebraska Classified Personnel Rules and Regulations.

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:

	NSP, LCC/DEC		TSCI
1YR Service	2.5% increase	1YR	2.5% increase
3YR Service	5.0% increase	3YR	5.0% increase
7YR Service	7.5% increase	5YR	7.5% increase
10 YR Service	10.0% increase	7YR	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 count toward this merit incentive.