# Office of Inspector General
## Of the Nebraska Correctional System

# 2025 Annual Report

The Office of Inspector General of the Nebraska Correctional System (OIG) was established in 2015 to provide accountability and legislative oversight of the state's correctional system. As of 2025, the OIG is housed within the Division of Legislative Oversight, which also includes the Office of Inspector General of Nebraska Child Welfare and the Legislative Audit Office. The Division of Legislative Oversight reports to the Legislative Oversight Committee.

The OIG investigates complaints and critical incidents, identifies systemic issues, and provides recommendations for improvement. The office's jurisdiction includes the Nebraska Department of Correctional Services, including parole supervision.

## Office of Inspector General

**Doug Koebernick**
Inspector General

**Zach Pluhacek**
Assistant Inspector General

**Crystal Jones**
Executive Intake Assistant

**Stephanie Meese**
Interim Director of Legislative Oversight

## Legislative Oversight Committee

Senator Myron Dorn, Chair
Senator Mike Jacobson, Vice Chair
Senator John Arch
Senator Carolyn Bosn
Senator Machaela Cavanaugh
Senator Robert Clements
Senator Ben Hansen
Senator Brian Hardin
Senator Merv Riepe

## 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, including parole supervision, or its 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.

| Email | Mailing Address | Phone |
|---|---|---|
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# From the Inspector General

Dear Reader,

Welcome to the 10th annual report of the Office of Inspector General (OIG) of the Nebraska Correctional System. Last year at this time there were many unknowns about the future structure and function of the OIG. I am glad to say this uncertainty has been resolved.

Due to the passage of Legislative Bill 298 in 2025, the OIG is now within the newly created Division of Legislative Oversight, which reports to the Legislative Oversight Committee. Our oversight mission has not changed, but this new structure will allow us to share more information regarding our activities with more state senators while potentially bolstering our investigation abilities.

While the past two years were full of uncertainty and new challenges, the OIG took steps during this time to implement internal changes to enhance the functioning of the office. This included new ways to receive communication from the incarcerated population, setting up new processes for our work, and working with the Legislative Technology Center to improve our case management system to better capture the work of the OIG and enhance workflows. The OIG has also educated the incarcerated population regarding the role of the OIG and its priorities, which are investigating serious incidents and systemic issues, and monitoring the system as a whole.

As in the past, we are visiting facilities, conducting investigations, furthering our understanding of the correctional system, and sharing our findings and recommendations with those in positions to enact changes.

As the Inspector General of Corrections, I am proud of the work of our office, especially during the past couple of years. We have faced uncertain times with positivity and a strong desire to improve upon our work. I am also grateful for the ongoing support and interest shown by the Legislature, especially Speaker John Arch as he led the way toward a new oversight structure.

The main goal of this annual report is to inform policymakers and the public, not only about the work of the OIG, but also about the state's correctional system as a whole and the challenges which face this complex component of Nebraska's justice system. If interested, I would encourage you to go back and read previous annual reports to understand the challenges and issues which emerged during those periods of time. The correctional system is not static. It is always changing and evolving and has to sometimes react to rapidly changing circumstances, such as when a roof blows off a housing unit in the middle of the night. Similarly, the OIG must also adapt and change.

If you have any questions regarding this report or the correctional system, please reach out to our office. Your interest and insights are always appreciated.

Sincerely,

Doug Koebernick
Inspector General of Corrections

# EXECUTIVE SUMMARY

This report contains general information and data about the correctional system, broken down by subject matter. These subject-specific sections are bookended by sections with information and updates on the Office of Inspector General. The report concludes with two appendices containing additional data and a list of past OIG recommendations.

The following contents of this report merit special attention:

1. **The Office of Inspector General is now part of the Division of Legislative Oversight.** The Division reports to the Legislative Oversight Committee. (See "About the OIG," page 6.)
2. **NDCS is constructing a new facility and expanding another.** The new facility, in north Lincoln, will be under construction for the next few years. Three new units at the Reception and Treatment Center, also in Lincoln, should be on line by the end of 2025. (See "System Overview," page 8.)
3. **The Legislature revised state law to make confirmatory tests available in drug-related disciplinary cases in NDCS facilities.** (See "Legislative Updates," page 15.)
4. **Storm damage at the Nebraska State Penitentiary in August 2025 impacted housing and other key areas across the correctional system.** (See "Other Recent Activity," page 19.)
5. **Plans to utilize the Work Ethic Camp in McCook as an immigration detention center are being pursued by Governor Pillen.** Many specifics, including the impacts of this decision, are unclear. (See "Other Recent Activity," page 21.)
6. **While the number of people in NDCS facilities has stayed relatively consistent of late, the system remains overcrowded.** According to the latest data, Nebraska has one of the most overcrowded correctional systems in the country. (See "Population Overview," page 26.)
7. **An increase in paroles granted has helped slow this population growth.** The Board of Parole granted 401 more paroles in 2024 compared with 2023. (See "Population Overview," page 34.)
8. **NDCS has made strides in addressing some staffing issues.** Specifically, the number of protective services staff vacancies has witnessed a noteworthy decrease in the past year. (See "Staffing," page 38.)
9. **The use of restrictive housing by NDCS has decreased steadily since 2021.** This is due to a variety of factors, including the use of "special management units." (See "Restrictive Housing and Other Special Secure Settings," page 54.)
10. **NDCS is proposing a new home confinement program which would allow participants to serve part of their sentence at a "private, non-correctional address."** This program would

include those who have yet to be eligible for parole. The hearing for this program will be on October 7, 2025. (See "Reentry and Community Supervision," page 60.)

## RECOMMENDATIONS TO LEGISLATURE

This year's OIG annual report contains no new recommendations for the Legislature. The following is the status of recommendations from the 2024 Annual Report:

| Recommendation | Status | Notes |
|---|---|---|
| **Establish a correctional population forecasting tool to assist with future planning.** | Not complete. | |
| **Consider conducting a legislative audit or funding an outside study of the use of "good time" sentence reductions by NDCS.** | Not complete. | |
| **Examine the measures of recidivism currently utilized in Nebraska.** | Not complete. | |
| **Consider funding program statements for the construction of additional space for classrooms and other indoor space at the Work Ethic Camp (WEC) and the Nebraska Correctional Center for Women (NCCW) in York.** | Not complete. | Governor Pillen has announced plans to convert WEC into an immigration detention center. If this takes places, the OIG's recommendation for this facility would likely be negated. |
| **Examine funding streams for reentry-related programs and services to ensure these services are maintained at their current level or increase.** | In progress. | This will be a budgetary consideration for the Legislature in the upcoming session. |
| **Expand reporting requirements related to individuals on parole.** | In progress. | This was the subject of LB 518 during the 2025 legislative session. There is also an interim study (LR 155) which examines the issue of required agency reports more broadly. |

| | | |
|---|---|---|
| **Examine the statutory reporting requirement related to WEC.** | In progress. | An interim study (LR 155) examines the issue of required agency reports more broadly. See above note on WEC plans. |
| **Consider amending statute to provide for confirmatory testing of suspected drug contraband in NDCS disciplinary cases, similar to what is permitted for urine tests.** | Complete. | This recommendation was completed with the passage of LB 519 during the 2025 legislative session. |

*Table 1*

# About the OIG

The OIG is an office of the Legislature which provides oversight, accountability, and recommendations for improvement of the Nebraska correctional system. As part of the Division of Legislative Oversight, the OIG receives guidance and supervision from the Director of Legislative Oversight and the Legislative Oversight Committee. The OIG's day-to-day operations and investigations are led by Inspector General of Corrections Doug Koebernick.

The OIG investigates all deaths and serious injury incidents within the state correctional system, including state prisons and parole, as well as allegations or incidents of possible wrongdoing by corrections officials or contractors. The office also conducts other investigations, audits, inspections, and oversight activities as necessary to perform its duties. The OIG is not a law enforcement agency, and its investigations are purely for oversight purposes.

The office consists of two full-time staff – the Inspector General and Assistant Inspector General – as well as an Executive Intake Assistant who splits her time between the OIG for Corrections and the Office of Inspector General of Nebraska Child Welfare.

## COMPLAINTS

The OIG receives complaints in a variety of ways, including in writing or by telephone. The office operates a free and confidential voicemail hotline for people in state correctional facilities. A majority of complaints the office receives are from people seeking assistance with individual matters. Most of these complaints do not rise to the level of an OIG investigation; however, they often include information which is useful for systemic oversight purposes.

When the OIG is unable to investigate, it often recommends alternative means of resolving complaints. The OIG appreciates the work of the Office of Public Counsel (Ombudsman's office) and the NDCS Chief Inspector to address these individual cases.

## DIVISION OF LEGISLATIVE OVERSIGHT

In response to an opinion issued by the Nebraska Attorney General on August 16, 2023, and events that followed which limited the OIG's access to the correctional system, the Legislature adopted Legislative Resolution 298 in 2024. This resolution established the Legislative Oversight Review Special Committee

of the Legislature to study the structure and organization of legislative oversight functions. Their work led to the introduction of Legislative Bill 298 by Speaker John Arch during the 2025 legislative session.

LB 298 ultimately led to the establishment of the Division of Legislative Oversight, which consists of the two Offices of Inspector General plus the Legislative Audit Office. The Division reports to a newly created Legislative Oversight Committee, chaired by Senator Myron Dorn.

# System Overview

As of July 2024, the OIG's oversight is limited to a single state agency, the Department of Correctional Services. This includes what was called the Division of Parole Supervision, which was previously a separate agency under the direction of the Board of Parole. It is now a part of NDCS as Community Supervision Services.[1]

## DEPARTMENT OF CORRECTIONAL SERVICES

NDCS is led by Director Rob Jeffreys. Director Jeffreys was appointed to this role in April 2023. The agency employs over 2,300 staff and is responsible for the custody or community supervision of approximately 7,700 people, including more than 5,700 in correctional facilities and 2,000 on parole or under lifetime supervision.

### Facilities

NDCS operates nine correctional facilities:

| *Lincoln* | *Omaha* | *Other* |
|---|---|---|
| **RTC -** Reception and Treatment Center | **OCC -** Omaha Correctional Center | **TSCI -** Tecumseh State Correctional Institution (Tecumseh) |
| **NSP -** Nebraska State Penitentiary | **CCCO -** Community Corrections Center-Omaha | **NCCW -** Nebraska Correctional Center for Women (York) |
| **CCCL -** Community Corrections Center-Lincoln | **NCYF -** Nebraska Correctional Youth Facility | **WEC -** Work Ethic Camp (McCook) |

[1] Legislative Bill 631 (2024).

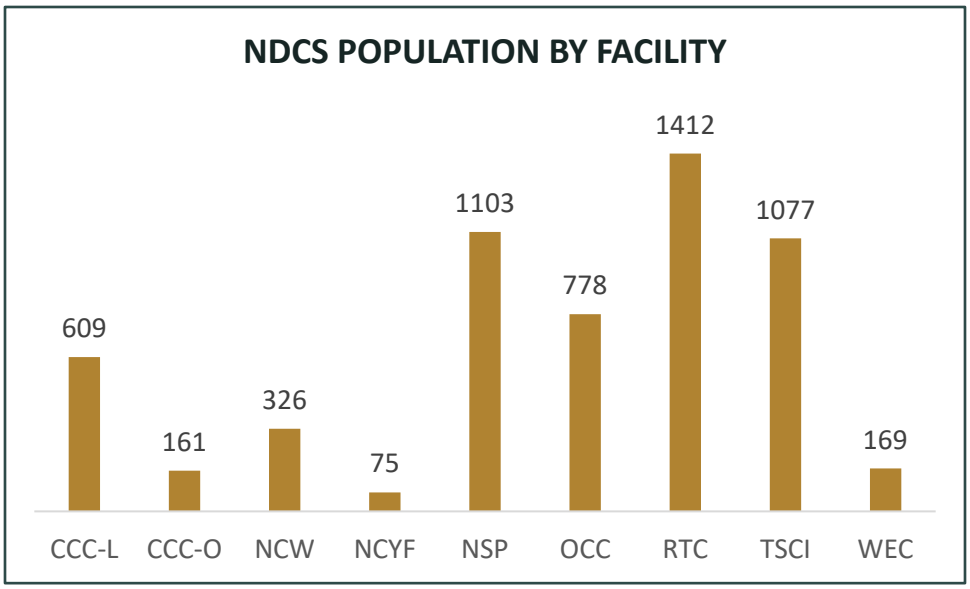


*Figure 1. Source: NDCS Bed Reports, August 2025.*

The following are brief descriptions of each facility, ordered from largest to smallest by population:

## Reception and Treatment Center (RTC)

The RTC in west Lincoln is the largest facility within NDCS by population, with more than 1,400 occupants. It is a medium- and maximum-security prison, with units designated for mental health services, substance use treatment, special management, restrictive housing, and general population. It also serves as the intake facility for adult men entering NDCS custody. A year ago, RTC intake units were the most overcrowded living units within NDCS, with men regularly sleeping on floor cots. However, the population in this part of the RTC had significantly reduced during the past year until recent events related to NSP and WEC caused an uptick in this population. Three new 32-bed units are scheduled to open at the RTC in the coming months. One unit will be a geriatric unit and the other two will likely provide services for individuals who have cognitive impairments and/or serious mental illness.

## Nebraska State Penitentiary (NSP)

NSP in Lincoln is a multi-custody-level men's facility and is the state's oldest prison. It consists of an "internal" side with four maximum- and medium-security housing units, including restrictive housing; and an "external" side with four minimum-security units. One other stand-alone and smaller unit, which used to be a restrictive housing unit, now houses men who work in the facility's workshops. In total, the NSP houses approximately 1,100 people.

## Tecumseh State Correctional Institution (TSCI)

TSCI is the system's third-largest facility, with about 1,000 men in maximum and medium security. It consists of a large high-security unit for restrictive housing and special management individuals, including those sentenced to the death penalty (also known as "death row"). The other three TSCI living units house general population and protective management individuals.[2]

## Omaha Correctional Center (OCC)

OCC holds about 800 men in a minimum-security environment near Eppley Airfield. It consists of four housing units for people in general population or sex offender treatment, as well as a small restrictive housing unit.

## Community Corrections Center-Lincoln (CCCL)

CCCL houses roughly 500 men and 100 women who have been approved for work detail or work release, the lowest levels of security within NDCS. People on work detail may receive approval to leave the center for specific purposes, including jobs for government entities. Those on work release are expected to obtain private employment and/or attend school, and regularly leave the center for those and other purposes. CCCL is located near the RTC, across from Pioneer's Park. Most of its men's units are at double their design capacity, while about a third of the women's beds are typically empty.

## Nebraska Correctional Center for Women (NCCW)

NCCW in York is a women's prison with two general population housing units for women classified for maximum, medium, and minimum security, as well as a nursery for new mothers and their children, and a substance use treatment unit. A separate unit houses women in protective custody, as well as those with special mental health or disciplinary issues. NCCW also serves as the intake facility for all women entering NDCS custody. NCCW currently houses over 300 women. There is also a single juvenile female at this facility due to a lack of alternatives for this population within NDCS.

## Worth Ethic Camp (WEC)

WEC is a minimum-security facility in the McCook area and has housed close to 200 men in the past. Many of these men later transfer to a community corrections center after a stay of six to 12 months. Potential changes to WEC will be discussed later in this report.

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[2] Protective management is used for people who cannot be safely housed in the general prison population.

### Community Corrections Center-Omaha (CCCO)

CCCO is a smaller community corrections center which houses men only. It is designed to house 90 individuals but typically holds 170 to 180 men on work detail or work release. It is located across the street from OCC.

### Nebraska Correctional Youth Facility (NCYF)

NCYF, located in Omaha near OCC and CCCO, is the smallest NDCS facility. It houses mostly teenagers and young men who were adjudicated as adults, as well as a small number of older men who are peer support mentors for the younger people at the facility. It is a multi-custody-level facility with approximately 75 residents.

## BUDGET

NDCS has an authorized general fund budget of $366 million for FY2025-26 and $379 million for FY2026-27. It accounts for approximately 17% of the general fund operating budget for the State of Nebraska. The current budget included an additional 56 full-time equivalent staff to work at the RTC and operate the three new specialty units which will be opening in 2025. Over the past 20 years, the general fund budget for NDCS has had an average of a 5.1% increase each year. This is higher than the increase in the general fund budget for all of state government (3.4%) but lower than the judicial branch (7.2%).

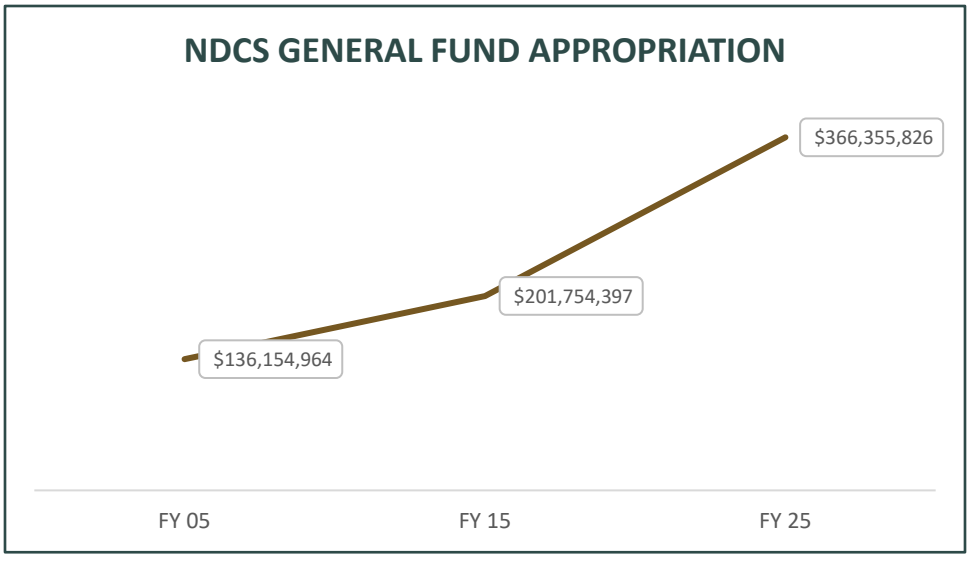


*Figure 2. Source: Legislative Fiscal Office.*

In the most recent fiscal year, NDCS had total expenditures of over $400 million due to expending funds in addition to state general funds. More than $236 million of this amount was expended on salaries and benefits of staff. This has held steady during the past two fiscal years.

NDCS operating expenditures have also stayed flat over the past two fiscal years and even experienced a slight decrease from fiscal year 2023 to fiscal year 2024.

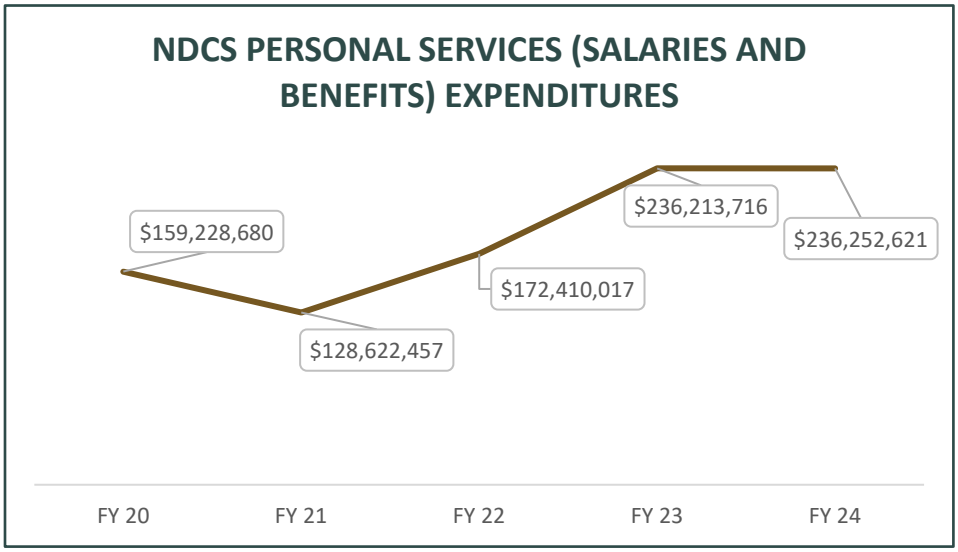


*Figure 3. Source:2025 DAS Personnel Almanac.*

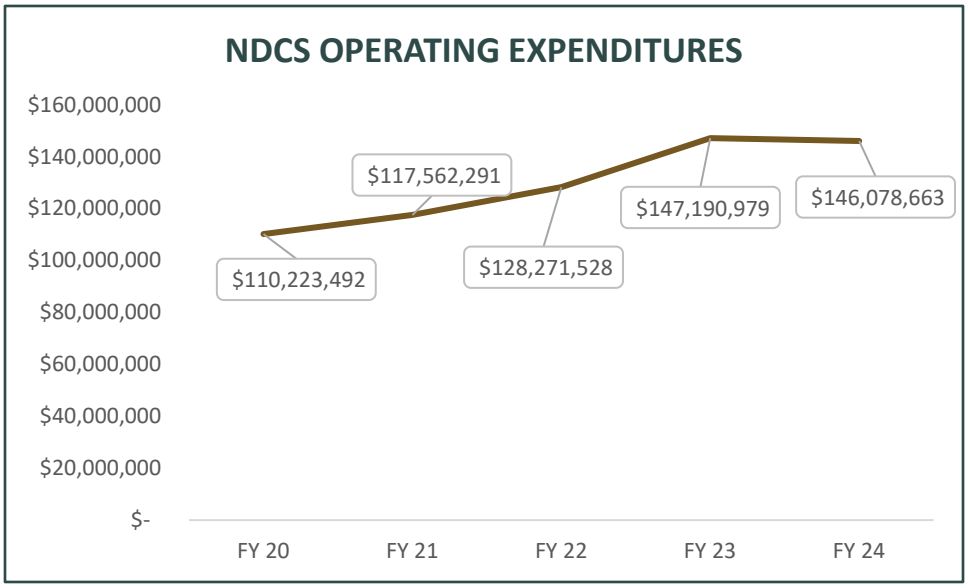


*Figure 4. Source: 2025 DAS Personnel Almanac.*

## CAPITAL CONSTRUCTION

### New Correctional Facility

The Legislature authorized the construction of a new prison in 2023. The project will be a multi-custody-level correctional facility that will house over 1,500 people and is estimated to cost approximately $350 million. It will be located just northeast of Lincoln, at North 70th Street and Interstate 80. NDCS previously indicated plans for construction to begin in 2024. As of this report, bidding for construction has been completed and awarded to Hausmann Construction.[3] The anticipated completion date has been extended from 2026 to 2028. The state's Executive Branch has stated its intent is to close NSP, at 14th Street and Nebraska Parkway in Lincoln, when the new prison opens. The new prison will be larger than NSP, which typically houses approximately 1,200 to 1,300 people.

### RTC Expansion, Phase 3

The RTC has undergone significant expansion in recent years. Construction began in 2024 on three additional units at the facility, consisting of a total of 96 beds for geriatric individuals and those with special needs. The budget for the project is $18 million. As shared previously, it is expected to open later this year.

### NCCW Water Project

During the 2024 legislative session, the Legislature earmarked $2.5 million to address issues with the water system at NCCW. In the past few years, concerns have been expressed by women residing at the facility about the color, odor, and appearance of the water, as well as alleged negative health issues as a result of using the current water supply.[4] NDCS developed a plan to utilize the funds and that program statement was presented to the Legislature during the 2025 session. The project is expected to be completed in May 2026. The program statement included this description of the project:

> *This project will improve the current NCCW water system by reducing high copper level readings in the water to provide a resilient water source for inmates and staff at the facility. This will be accomplished through rehabilitation efforts on Well #2 (alternative #2 in attached study) along with a corrosion control system in the Well house to minimize copper level in the water.*[5]

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[3] https://nebraskaexaminer.com/briefs/hausmann-construction-chosen-to-build-new-nebraska-prison-at-313-million/.
[4] https://yorknewstimes.com/news/local/crime-courts/nebraska-legislature-york-prison-water-repairs/article_5be5c040-c3d8-5138-9bdc-e668ce809ddb.html.
[5] NCCW Program Statement, March 4, 2025.

## PAROLE SUPERVISION

As stated previously, the OIG's oversight previously included the Division of Parole Supervision, but not the Board of Parole. As such, the OIG investigated incidents or complaints regarding people under parole supervision, but not actions of the Board itself. The OIG's oversight responsibilities related to the supervision of parolees is continuing despite this service now being a part of NDCS with the passage of Legislative Bill 631 in 2024. This service is now included under the umbrella of NDCS and is now called Community Supervision Services. Community Supervision Services has staff and offices across the state and is currently responsible for the supervision of approximately 2,000 people under active parole and over 100 others who are under lifetime community supervision due to sexual offense convictions.

# LEGISLATIVE UPDATES

The new correctional facility, the legislative oversight bill (LB 298), and further expansion at the Reception and Treatment Center are each discussed elsewhere in this report. In addition to these, the OIG continues to monitor several other pieces of legislation, interim studies, and other items raised by the Legislature in recent years.

## LB 631 (2024) – COMMUNITY WORK RELEASE AND REENTRY CENTERS ACT

LB 631 made a variety of changes related to the correctional system, most of which were implemented in the past year. However, a significant component of the bill – the Community Work Release and Reentry Centers Act (CWRRCA) – does not become effective until next year.

The CWRRCA allows NDCS to place certain offenders in privately operated, community-based facilities prior to their release on parole or post-release supervision. NDCS has until July 1, 2026, to develop a plan and procedure for potential providers to submit bids to become community work release and reentry centers. The Legislature provided $1 million in funding for this effort, which NDCS officials have estimated is enough for about 30 beds.

As of September 2025, NDCS was aiming to have much of this work completed by early 2026.

### Other Components of LB 631

Two other components of LB 631 have 2025 deadlines:

- NDCS was required to submit a report to the Legislature by June 30, 2025, with results from the National Career Readiness Certificate Pilot Program created under LB 631. The report had not been submitted as of early September, but NDCS said the report was complete and pending final approval.
- By October 1, NDCS is required to complete a study examining risk assessment tools employed by the Department, the Board of Parole, and the Office of Probation Administration.

## LB 150 (2025) – PAROLE AND CAPACITY CHANGES

LB 150 is a criminal justice and mental health bill package which passed during the 2025 legislative session. The bill was introduced by Senator Carolyn Bosn of Lincoln, the Judiciary Chair, and was amended to include parts of bills from several other senators. Among a variety of provisions, the bill

contains what is essentially clean-up language related to transitioning management of parole supervision from the Board of Parole to NDCS. This process began in 2024 with the passage of LB 631. The OIG continues to monitor the impacts of this change.

Another relevant component of LB 150 was the switch from design capacity to operational capacity in determining when the correctional system is under an overcrowding emergency. This change is addressed elsewhere in this annual report. This language and the parole clean-up language were originally parts of LB 606, introduced by Senator Rick Holdcroft of Bellevue.

## LB 519 (2025) – DRUG TESTING

The OIG issued a standalone report in 2024 raising concerns about the testing of suspected drug contraband within NDCS. In response, Senator Margo Juarez of Omaha introduced LB 519, which the Legislature passed without opposition in May 2025. The bill, as amended, requires NDCS to provide access to independent confirmatory testing any time results from a positive drug field test result in disciplinary action being taken against an incarcerated person.

This law change took effect in early September. However, as of September 8, 2025, NDCS was still revising its policies in order to fully implement the law.

## LB 518 (2025) – PAROLE DATA

Senator Juarez also introduced LB 518, which would change data reporting requirements for the Board of Parole and NDCS. The Judiciary Committee advanced the bill to general file in March 2025, where it remains available for consideration during the 2026 legislative session. A current interim study, outlined in Legislative Resolution (LR) 155, is taking a broader look at the reports NDCS is required to submit to the Legislature.

## LB 215 (2025) – 'SECOND CHANCE RELIEF'

As amended, LB 215 from Senator Holdcroft would establish a "second chance relief" program to identify offenders who might be worthy of having their sentences commuted by the Nebraska Board of Pardons. The bill advanced from the Judiciary Committee and through one round of debate during the 2025 legislative session. It remains on select file and is available for consideration in 2026.

Although this bill was not brought in response to work by the OIG, this office regularly receives contact from people who are serving life sentences or near-life sentences who would potentially be impacted by such a bill. Also, many in-custody deaths investigated by the OIG involve people who have been in prison for decades, who receive significant amounts of medical care provided by the state and ultimately die of natural causes.

## LB 50 (2023) – SENTENCING CHANGES

NDCS says it has finished its systematic review of parole eligibility dates which changed retroactively as a result of LB 50, the criminal justice reform bill from 2023. The bill will continue to impact parole eligibility dates for newly committed offenders going forward. NDCS says it will continue reviewing sentences for these individuals, and others on an as-needed basis, such as those whose parole eligibility dates are impacted by lost "good time." Departmental records staff will also review sentence calculations for possible errors upon request.

## LB 99 (2025) – RESTRICTIVE HOUSING

Senator Ashlei Spivey introduced LB 99, which would amend the state's restrictive housing statutes, during the 2025 legislative session. Part of the bill would prohibit NDCS from placing more than one person in any restrictive housing cell designed for a single individual, unless each person agreed to the arrangement in writing.

A 2024 OIG report raised concerns about this practice of "double bunking" in restrictive housing following the 2022 death of an incarcerated man the Nebraska State Penitentiary. However, the OIG took a neutral position on LB 99 due to its exact wording and the inclusion of other material in the bill.

LB 99 is still pending before the Judiciary Committee and remains available for consideration during the 2026 session.

## LB 578 (2025) – INCARCERATED WORKERS

Another bill which is still pending for the Judiciary Committee is LB 578, which would reform the practice of employing incarcerated offenders for less than minimum wage and related matters. The bill was introduced by Senator Machaela Cavanaugh of Omaha. A current interim study resolution, LR 243, examines similar issues.

## INTERIM STUDIES AND HEARINGS

The OIG is engaged in or monitoring a handful of interim studies and interim hearings. These include:

- **LR 155** – Interim study to examine the reports the Department of Correctional Services is required to submit to the Legislature. The OIG listed many of these required reports in its 2024 Annual Report.
- **LR 243 –** Interim study to examine the job opportunities for people incarcerated within Department of Correctional Services facilities.
- **WEC hearing –** The OIG was asked to testify at a September 12, 2025, hearing before the Urban Affairs Committee regarding plans to convert the Work Ethic Camp in McCook into a federal immigration detention center.

# Other Recent Activity

At the time of the preparation of this report, significant developments took place at NSP and WEC. The OIG will continue to monitor both of these situations as they progress or change.

## NSP ROOF

On August 9, 2025, a storm hit the Lincoln area and caused significant damage to two housing units at the Nebraska State Penitentiary (NSP). The two units damaged in the storm were Housing Units 7 and 8 which are on the minimum-security side of NSP.

*Figure 5. Roof debris (left) and roof damage from NSP Housing Units 7 & 8.*

These buildings were funded in 1996 to assist with the prison overcrowding situation at that time. Below are two excerpts from a 2018 report by the OIG which describe the origin of the two units and their current use:

> "The other two living units are 100 bed dormitory units that were built in 1998. During the 1996 legislative session, there was extensive debate on whether or not to fund these dormitory units. Governor Ben Nelson had proposed building three of these units due to a prison overcrowding situation and the Appropriations Committee decided to fund two of the units. There was an attempt to add funds back into the budget for a third unit but it was not successful. During the floor debate on that amendment, these units were discussed in great detail. It was thought at that time that these would be temporary units that would last for 30 to 40 years if they had 100 offenders living in them. It was shared that their life expectancy would be longer if they were converted to a different use, such as programming or educational space. It was discussed that building modular units would not actually solve the prison overcrowding issue but that they would help in the short-term as the incarceration rate continued to increase. During the debate it was shared that NDCS Director Harold Clarke had stated the following:

> *Modulars pose a number of problems for correctional practitioners. First of all, they are military-style barrack type structures. They're open bays. You have problems with assaults, inmates versus inmates. You have problems with staffing, supervision. If there's a fight between two offenders it can easily escalate to the entire thing. You can't lock people down in rooms because there are no rooms.*
>
> …Now they are running at twice their original design capacity and the staff are stretched thin and worn out because of the demands on their positions. These units have one large day room with multiple televisions and some tables to sit around. They are incredibly loud and active and the activities of the men can be very difficult to monitor. It is a stressful environment for staff and the inmate population."

The report made the following recommendation regarding those units:

> "NDCS should review options related to the conversion of the external housing units into programming space and construct new minimum housing units that are rehabilitative and more efficient."[6]

The over 380 men impacted by the storm were moved to various spaces within NSP and also the gyms at TSCI and OCC. Most of the men were moved to five areas. At NSP, approximately 100 men were moved to an area of Housing Unit 6 which was vacant. This area used to be the substance use treatment space which was moved to another facility. Another 50 beds were added to Housing Unit 9, a relatively new dorm style unit that previously had 100 beds. Another 64 men were placed in the NSP gym. In addition, 82 men were placed in the TSCI gym and 52 men were placed in the OCC gym. The rest of the men who were impacted were placed in previously empty beds throughout NSP. During the COVID pandemic, NDCS made use of their gyms when needed so placing men in those three gyms was expected. Finding over 150 beds and placing them at the other two units at NSP in such a short period of time was no small achievement. The staff at the impacted facilities stepped up to the challenge and responded speedily and appropriately.

It is anticipated these housing units will be reopened before the end of September. NDCS acted quickly after the incident, including requesting a roofing company to move from a project at NCYF to NSP so work could be started almost immediately. The OIG visited NSP twice soon after the incident, walked through the impacted housing units, and visited with staff and the incarcerated persons who were

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[6] The entire report can be found at https://nebraskalegislature.gov/FloorDocs/105/PDF/Agencies/Inspector_General_of_the_Nebraska_Correctional_System/679_20181011-082108.pdf.

impacted by the incident. The OIG also visited with men in the TSCI gym who had been moved to the TSCI gym.

As of September 15, 2025, there were no men in the OCC gym, 43 in the TSCI gym, 48 in the NSP gym, 98 in the newly established gallery in Unit 6, and an extra 25 in Unit 9.

## WORK ETHIC CAMP PLAN

In August 2025, Governor Pillen announced that the Work Ethic Camp (WEC) in McCook would potentially be utilized as an ICE (Immigration and Customs Enforcement) detention center. The OIG has since provided the following information to members of the Legislature.

### History of WEC

*Figure 6. WEC aerial view.*

In 1997, the Legislature passed legislation authorizing creation of an "incarceration work camp," which was eventually sited just to the north of McCook. It was originally intended to serve select probationers who began to arrive there in April 2001. The intent of the original program was for probationers to stay there for four to six months after being convicted of a felony offense and sentenced to the facility, where they were to complete the appropriate programs. These first offenders not only received programming, such as substance use treatment, but also were on near-daily work crews in the surrounding communities. Once the program was successfully completed, they would return to their home communities for continued supervision by a probation officer. The facility actually accepted both male and female offenders at that time. The last time females were housed at WEC was in 2013.

The camp was originally built to house 100 individuals. However, due to underuse of those existing beds and the overcrowding situation in the correctional system, legislation was passed in 2007 to expand the use to include placing incarcerated individuals there prior to their release on parole. The bill stated that the Board of Parole would be able to recommend such placements and that the individuals had to complete the program at WEC prior to their release. It was intended to be an intensive period of structured programming immediately prior to release on parole.

In 2009, the Legislature made a significant change by eliminating the placement of probationers and allowing NDCS to place incarcerated individuals from other state correctional facilities at WEC. It did make some exceptions regarding who could be placed there, as anyone convicted of a crime under sections §§ 28-319 through 28-321, or any capital crime, would not be eligible. This would include individuals convicted of certain sexual assault crimes. A capital crime is one that is punishable by death, which would be first-degree murder. The section with these restrictions was expanded at later dates to also include individuals who had committed sexual abuse against an inmate or parolee, a protected person, or a detainee.

*Figure 7. WEC cafeteria and visiting area.*

## State Statute

Interestingly enough, it appears as though WEC is the only state correctional facility mentioned in state law, in §§ 83-4,142 through 83-4,147. It lays out the intent of the use of the facility, although some of the current language is dated and does not reflect current practice. It is also the only state correctional facility for which NDCS is required to issue an annual report regarding its operation.

## Current Usage

Over time, the number of men housed at WEC increased as demand for bedspace rose within the system. No additional structures have been built at WEC but NDCS now maintains 200 beds at the facility, which is double what it was built to hold. It is an open dorm-style facility but with five separate units. The individuals currently housed there are classified 3B, which is the lowest level of minimum custody in the correctional system.

*Figure 8. WEC dorm housing.*

Individuals typically stay there for approximately six months to either complete any programming or to wait for their transfer to a community corrections center. There have been a variety of

programs provided at the facility during the past few years, including outpatient (OP) and intensive outpatient (IOP) substance use treatment programs. There are other nonclinical programs provided, along with educational classes. During recent visits to WEC by the OIG, two programs aimed at providing an introduction to various vocational skills have appeared very popular with the participants. The OIG also had the opportunity to observe staff leading a domestic violence prevention program, which was a recent effort undertaken by NDCS due to the lack of domestic violence programming provided by the Department prior to that point. Nonclinical staff at certain facilities were trained to run these programs, and the session observed by the OIG appeared to result in engaging, constructive conversations.

WEC also has supervised work crews (approximately 20 individuals total) that do work outside of the facility for state agencies and other organizations in various communities and locations. The warden, who has since taken a different role in NDCS, and his team were continually looking for ways to expand the vocational and recreational opportunities for their population. NDCS released information on August 13, 2025, about how individuals at WEC had their artwork displayed in a new exhibition at the ArtBank in McCook.[7] The most recent statutorily required WEC report stated, "WEC is a vital component in reintegrating offenders back into the community." The facility typically has little to no uses of force or illegal contraband.

*Figure 9. WEC dorm housing.*

In the recent past, the OIG has recommended the Legislature explore the construction of additional space for classrooms and other indoor space such as recreational areas and job training at WEC. It was suggested that WEC could be used in collaboration with the community college system to provide valuable vocational training to those at the facility. During a 2022 visit to the facility, the OIG was told by some staff that they thought WEC could be utilized to build affordable housing for communities in that area of the state.

[7] See WEC participates in McCook ArtBank Art Exhibit | Nebraska Department of Correctional Services (NDCS).

## Layout

WEC basically consists of two buildings. The first building houses administrative offices, the kitchen, a cafeteria that doubles as visitation space, a medical area, and various classrooms and other offices. The second building is across the yard and is the housing unit.

There are no indoor recreational areas at the facility, other than a small library space, so when weather dictates, the yard is closed and the men stay inside. The yard is rather large and includes exercise equipment and handball courts.

In 2018, two different escapes took place from the facility. Both individuals climbed over a fence and ran away. At the time, there were only a few strands of barbed wire atop the fence used during the escapes. Only part of the exterior fence at that time had razor wire, despite requests from the previous warden to have it installed above all of the fencing. There were also blind spots in the camera system. Both of these issues were addressed after the escapes.

## Staffing

As of August 13, 2025, there were 98 authorized positions at the facility. Nine of these were vacant, which included three behavioral health positions, one corporal, one lieutenant, one sergeant, two food service workers, and one office specialist.

In addition to a warden and an assistant warden, the facility's staffing compliment includes:

- On the security side, 40 corporals, six lieutenants, seven sergeants, and one captain;
- On the housing side, eight caseworkers, three case managers, and one unit manager;
- On the medical/behavioral health side, four registered nurses, one assistant director of nursing, one half-time physician assistant, five behavioral health practitioners (two vacant), and a behavioral health practitioner supervisor (vacant); and
- Two teachers, and a variety of other positions, including a recreational specialist, a training specialist, a maintenance specialist, administrative staff (seven total), and food service staff (six with two vacancies).

## What's Next?

On September 3, 2025, the OIG and the Chair and Vice-Chair of the Judiciary Committee visited WEC and spent approximately three hours at the facility to learn more about its current function and to visit with leadership, staff, and the incarcerated population. The next day a briefing was held by the Executive Branch with the members of the Judiciary Committee regarding the detention center proposal. As of this

report, no contract has been signed between the State of Nebraska and the federal government regarding the usage of WEC. Until a contract is finalized, there will be many unanswered questions.

In the meantime, two immediate questions have been posed by the OIG. First, where will the men who have been at WEC or would have typically gone there in the future reside? Second, can the programs provided at WEC be replicated at another facility?

It is anticipated that as the change in operation draws near, NDCS will move as many men as possible to community corrections centers. The remaining men would likely be moved to the temporary gallery recently opened at NSP or to another minimum custody placement. These moves will not be able to take place until the storm-damaged units at NSP are reopened. When those are reopened, the 200-plus men who are still displaced may move back. It is important to remember that, during the past month, numerous men have entered NDCS custody, and the population on the intake side of the RTC has grown. Many of these individuals, as well as others in the system, would normally go to WEC but will instead require alternative placements.

As far as replicating the programming and other experiences provided at WEC, the challenge for NDCS will be to find space and time. The OIG will monitor these efforts, as well as other matters which arise in the future.

# Population Overview

Nebraska's prison population has remained fairly stable in recent years. In spring 2020, just prior to the COVID-19 pandemic arriving in Nebraska, the total population in NDCS custody reached approximately 5,700. As a result of the pandemic and its impact on the justice system, the incarcerated population declined to under 5,300 by the end of 2020. This decline was temporary, and the population returned to its pre-pandemic level in 2023 where it has remained. There are now more than 5,700 people spread across Nebraska's nine correctional facilities.

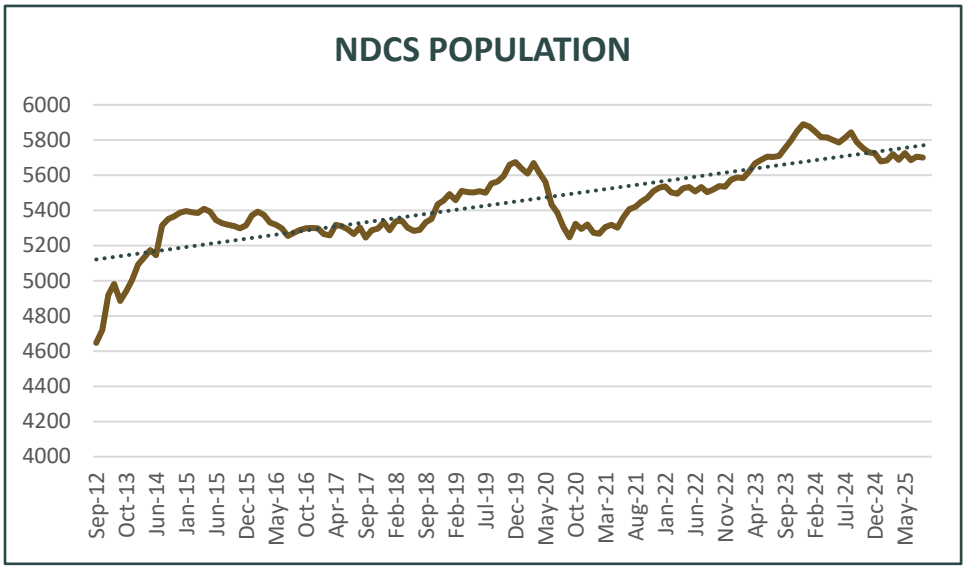


*Figure 10. Source: NDCS Dashboard Reports from August 2025.*

One thing easing the growth in the prison population has been a significant increase in paroles being granted by the Board of Parole. Paroles granted in 2021 through 2023 were between 800 and 900 each year, a decline from the previous two years. However, in 2024 paroles granted increased by nearly 48%, from 833 to 1,232. The Board of Parole is currently on pace to grant 1,210 paroles in 2025.

The overall number of people on parole slightly increased during the most recent fiscal year for which there is data after a consistent decline in previous years.[8] Due to the increase in the number of paroles granted in 2024 and 2025, it is anticipated that this will continue to climb.

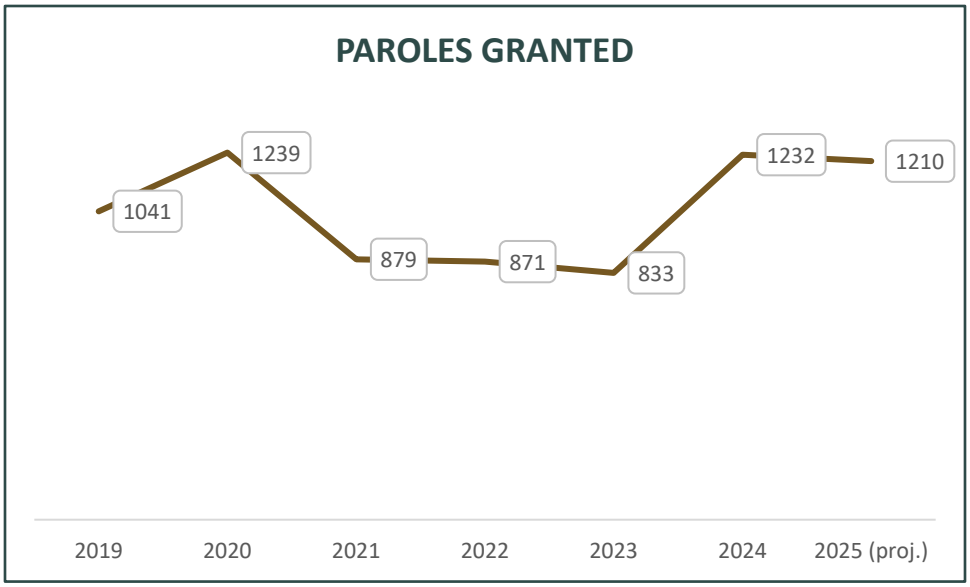


*Figure 11. Source: NDCS Dashboard Reports from August 2025.*

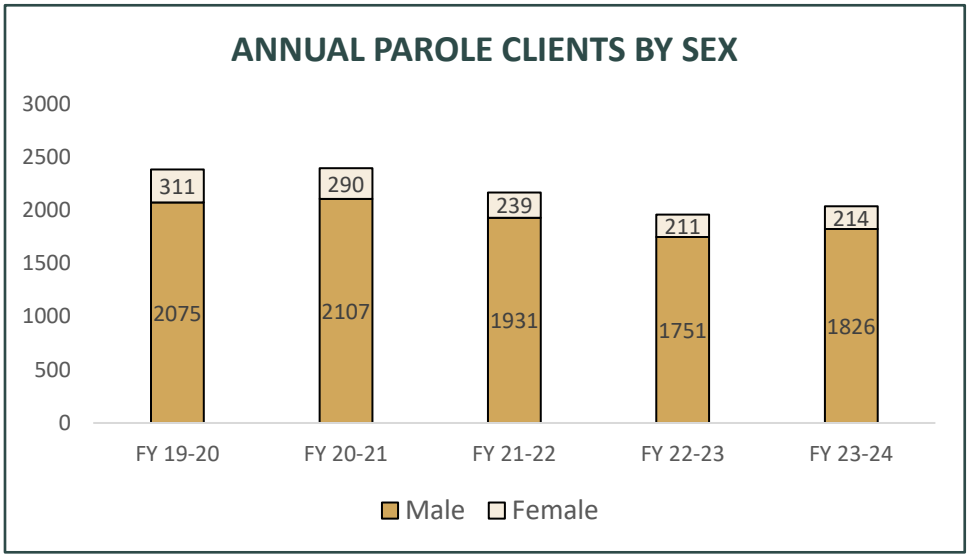


*Figure 12. Source: Nebraska Crime Commission. This chart includes all people who were on parole at any point during each fiscal year.*

[8] While the Board of Parole has at times released its own annual report in the past, the parole data in this report is from the Nebraska Commission on Law Enforcement and Criminal Justice (Crime Commission) Community Corrections Division Annual Report. The report is required under Neb. Rev. Stat. § 47-624, which also tasks the Crime Commission with a variety of duties related to coordination of the state's community corrections system. The full report can be found at https://nebraskalegislature.gov/FloorDocs/109/PDF/Agencies/Crime_Commission/518_20250214-120935.pdf.

There are some differences between the racial makeup of those who are incarcerated and those who are on parole status. The percentage of people on parole who are white is higher than the percentage of incarcerated people who are white. The other three minority groups listed have a lower percentage of people on parole when compared to their incarcerated population.

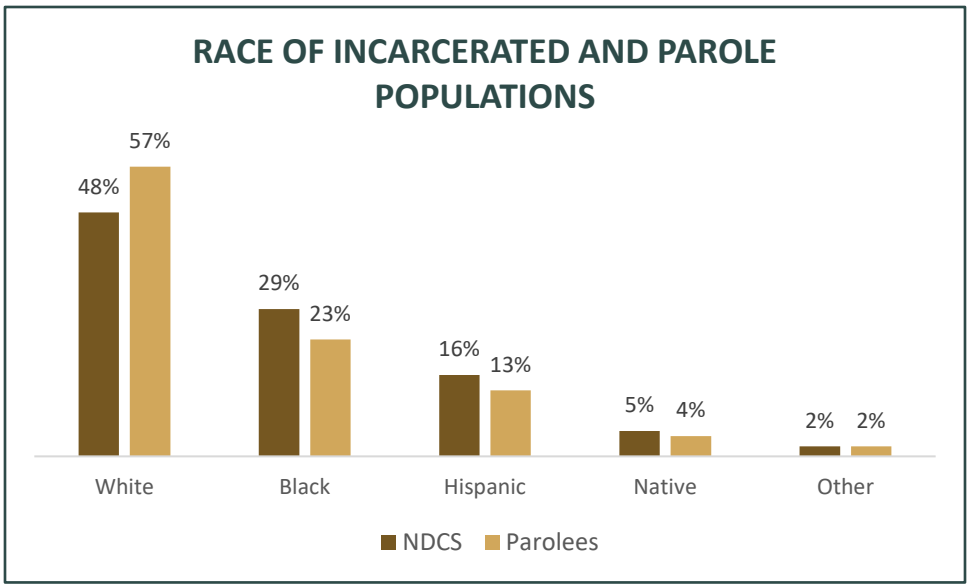


*Figure 13. NDCS Quarterly Population Summary Report (FY 25 Quarter 3) and Nebraska Crime Commission.*

The Division of Parole Supervision, which was previously under the Board of Parole but has since been placed under NDCS was required by statute to submit an annual report on parole revocations and technical violations. The most recent such report was submitted in December 2023 and provided extensive detail on the revocation process, results, and data.[9] However, the law requiring this report was repealed during the 2025 legislative session.

## SYSTEM CAPACITY

Design capacity is the total designed bed space in facilities operated by NDCS, as certified by the agency director.[10] Currently, NDCS as a whole remains under an overcrowding emergency due to the incarcerated population exceeding 140% of the system's *design* capacity as of July 1, 2020, a date specified in statute. Under the law at that time, this emergency remains in effect until the population

[9] https://nebraskalegislature.gov/FloorDocs/108/PDF/Agencies/Parole_Board/627_20240102-085721.pdf.

[10] Correctional System Overcrowding Emergency Act, Neb. Rev. Stat. §§ 83-960 et. seq.

decreases or capacity increases to the point where it matches the system's "operational capacity," which is 125% of design capacity.

LB 150, passed in the 2025 legislative session, changed how capacity is calculated to determine an overcrowding emergency. Due to this change, the department's population would have to be over 140% of *operational* capacity (rather than design capacity, as it had been previously) in order for an overcrowding emergency to exist.

The law did not change the threshold for lifting the ongoing overcrowding emergency, however, so the current overcrowding emergency remains in effect. Should the population of the correctional system remain steady, it is possible this could be lifted after the completion of the new prison in 2028. While it will not provide a significant number of additional beds, the new prison will have a design capacity that matches the number of beds in the facility. This will result in a change in the equation which determines operational and design capacities.

After peaking at slightly over 165% of design capacity in 2015, crowding within Nebraska's prisons has decreased due to the building of additional capacity. The 2022 OIG Annual Report projected the population would drop to 137% of design capacity when the 384-bed, high-security unit opened at the RTC in Lincoln. This proved true for a brief period, but the population has since increased and is now at approximately 140% of design capacity.

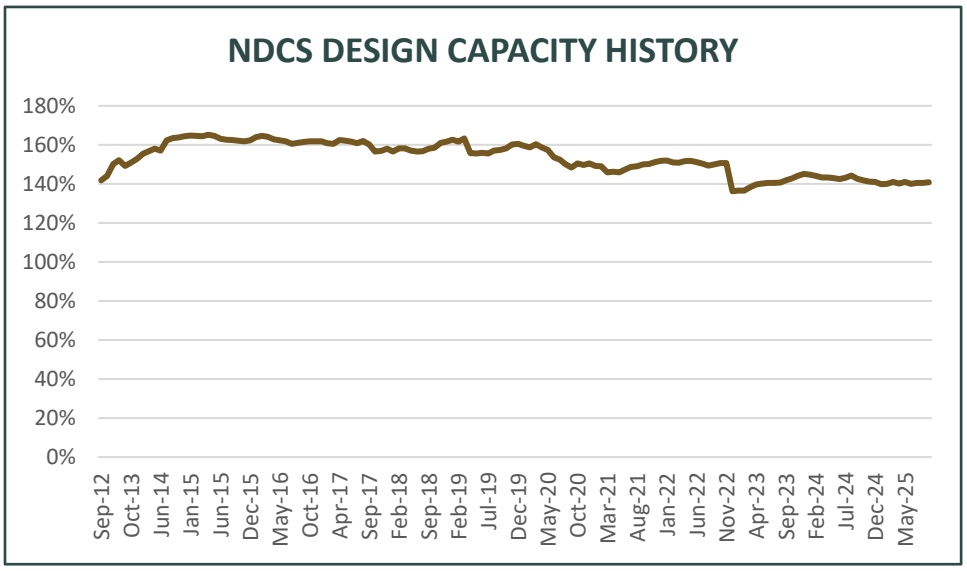


*Figure 14. Source: NDCS Dashboard Reports, August 2025.*

According to the latest available data from the Bureau of Justice Statistics, Nebraska was ranked as the second most overcrowded correctional system behind Alabama when measured by design capacity.

However, Nebraska is ranked as the most overcrowded correctional system when measured by operational capacity.[11] This data is from December 31, 2022, and the new report with data from December 31, 2023, is expected to be released later this year.[12]

Recently, NDCS began using the term "bed capacity" in the population data reports. Bed capacity is the number of beds in each facility and across the system available to house an incarcerated person. It does not include special units, such as medical areas, mental health units, and restrictive housing units.

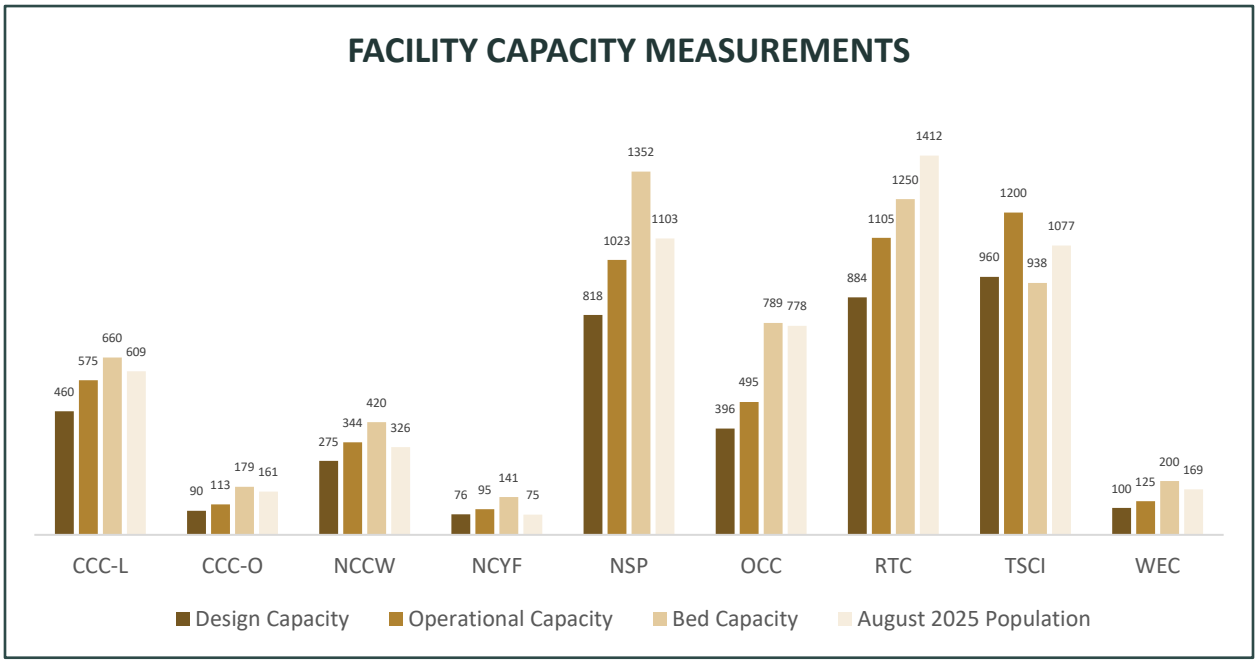


*Figure 15. Source: NDCS Dashboard Reports, August 2025.*

As shared above, the United States Department of Justice (DOJ) uses design capacity and operational capacity to measure crowding. The DOJ also uses rated capacity, which is determined by a rating official who takes a number of factors under consideration including design and the security level of a facility. The Corrections Statistical Analysis Tool includes a listing of terms and definitions. Bed capacity is not found in this list.[13]

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[11] Bureau of Justice Statistics, *Prisoners in 2022 – Statistical Tables*, https://bjs.ojp.gov/document/p22st.pdf, accessed on August 15, 2025.
[12] The report did indicate that Nebraska, along with seven other states, defines capacity differently from the Bureau of Justice Statistics. More information on this can be found in the jurisdiction notes for the report at https://bjs.ojp.gov/document/p22st_jurisdiction_notes.pdf.
[13] https://csat.bjs.ojp.gov/resources/terms-definitions.

**Currently, 8 of the 9 facilities exceed design capacity, 6 of 9 facilities exceed operational capacity, and 2 of 9 facilities exceed capacity when defined as bed capacity.**

In a review of audits of Nebraska correctional facilities by the American Correctional Association (ACA), there is only a mention of operational capacity and rated capacity. For instance, in a 2021 ACA audit of the Nebraska State Penitentiary, the rated capacity is listed as 1,139 with an actual population of 1,293. This audit report stated, "The Nebraska State Penitentiary is overcrowded" and "Staff interviewed expressed concerns about the overcrowding."[14]

The most recent NDCS population projection model was completed in 2019 and provided to NDCS in January 2020 by the JFA Institute, prior to the COVID-19 pandemic.[15] JFA projected Nebraska's prison population would reach 6,321 in 2024 and 6,914 in 2028, when the new correctional facility is to be opened. However, as the data previously shared indicates, this projection is not accurate. As of August 2025, there are approximately 5,700 incarcerated individuals in the state correctional system. Because of this and other developments related to the correctional system, the OIG has consistently emphasized the need for updated and ongoing population projections. This recommendation was supported in the 2022 NDCS Correctional Facility Master Plan which indicated it would be preferable to revisit population forecasts frequently.

## Related Past OIG Recommendations

### *Population Projections*

As shared previously, the OIG has recommended that NDCS contract for an update of the 2019 population projection report. With the construction of a new correctional facility and other efforts, a new population projection report would offer much needed data and insight for the Department and other stakeholders.

### *'Good Time' Restoration*

In 2020, the OIG recommended that NDCS implement a program to provide incarcerated people with an opportunity to have "good time" sentence reductions restored, even if those reductions were deemed "non-restorable" by NDCS, based on conditions such as good behavior. This has yet to be accepted or implemented by NDCS. A program of this kind could potentially reduce the population, and encourage better behavior. The OIG also recommended in 2020 that NDCS or the Legislature should contract for an

[14] Commission on Accreditation for Corrections Standards Compliance Reaccreditation Audit, December 2021.
[15] http://news.legislature.ne.gov/jud/files/2022/03/JFA-Projections-2020.pdf.

updated report assessing the use of good time in the correctional system. The Nebraska Center for Justice Research issued a report titled "Examining the Effects of Nebraska's Good Time Laws" in 2014.[16]

## CUSTODY LEVELS

Each person who is committed to NDCS custody is assigned a custody level, which is used to determine where they should live within the correctional system in terms of the level of security provided. Custody levels within NDCS include Maximum (1X), Maximum A (1A), Maximum B (1B), Medium (2X), Minimum A (3A), Minimum B (3B), Community A (4A, or "work detail"), and Community B (4B, also known as "work release).

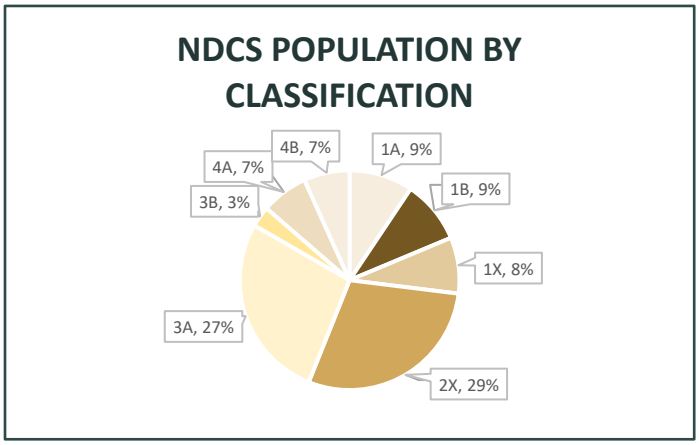


*Figure 16. Source: NDCS Dashboard Reports, August 2025.*

NDCS added the 1A and 1B custody levels in 2023. These are used to distinguish those in general population maximum-security units (1B) from those in "special management units" (1A), which are more restrictive. Previously, all people in maximum security were considered 1X. The 1X designation is still used for people who are newly committed to the Department and have yet to be transferred to a longer-term facility or to women at NCCW.

The above data includes both the male and female incarcerated populations. There are differences in classification when comparing sexes. For example, males are classified as maximum custody at twice the rate of females while females are classified as community custody at twice the rate of males.

The process used to determine a person's custody level is called classification. Generally speaking, each committed offender undergoes an initial classification soon after they arrive in NDCS custody, then again every six months to a year, depending on their anticipated release date. As a result, a person's custody level will often change numerous times over the course of their incarceration.

[16] https://www.unomaha.edu/college-of-public-affairs-and-community-service/nebraska-center-for-justice-research/documents/examining-the-effects-of-nebraska-good-time-laws.pdf.

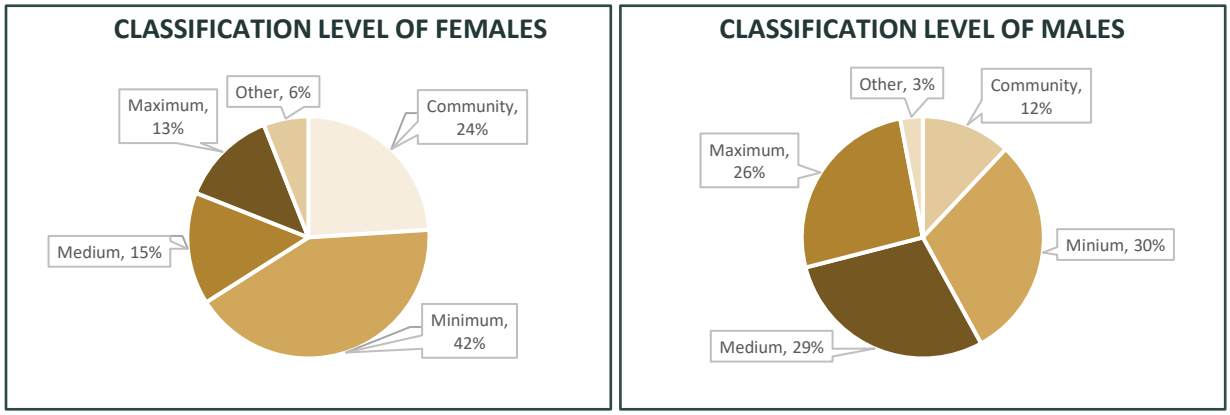


*Figure 17. Source: NDCS Quarterly Population Summary Report, FY 25, Q3.*

In many cases, people of different security levels have been housed together in the same facilities or even the same units. This has emerged as an area of concern for NDCS leadership, and efforts to limit "mixed custody" settings have resulted in significant population movements within these facilities in the past year.

## DEMOGRAPHICS

While the majority of those incarcerated in the state system are between ages 21 and 40, past reports have indicated the population is beginning to skew older. The number who are over age 30 has steadily grown, while the number who are 30 or younger has decreased. There are also differences in the representation of racial groups when compared to the entire population of the state. More detailed information on the age and race of incarcerated people can be found in the 2024 OIG Annual Report, although a previous chart in this section did provide the racial makeup of the incarcerated and parole populations.

Males make up approximately 92% of the incarcerated population, while females make up about 8% of the incarcerated population. Currently, there are about 450 incarcerated females, an increase from recent years. For example, there were 385 incarcerated females in 2023, which made up 6.7% of the incarcerated population.

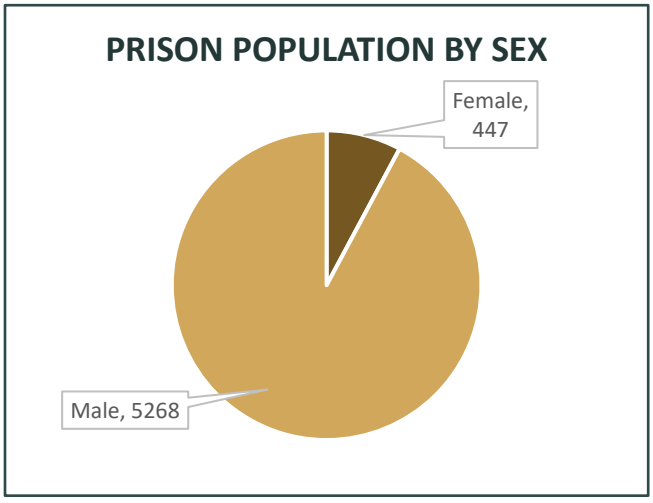


*Figure 18. Source: NDCS Dashboard Reports, August 2025.*

## RELEASES AND ADMISSIONS

Generally, people are released from NDCS correctional facilities on one of three different paths. One is to mandatorily discharge or "jam," which takes place when someone has no more time on their sentence and must be released. This can include people who were not paroled despite having a parole eligibility date or those with a flat sentence, who were not eligible for parole.[17] The other two paths for release provide for supervision after a person leaves a correctional facility. If an individual is paroled, which requires a vote by the Board of Parole, they will be supervised for a period of time by NDCS via Community Supervision Services.[18] Under the third path, individuals may receive flat or "determinate" sentences, followed by a period of post-release supervision (PRS) by the Office of Probation Administration for a period of time

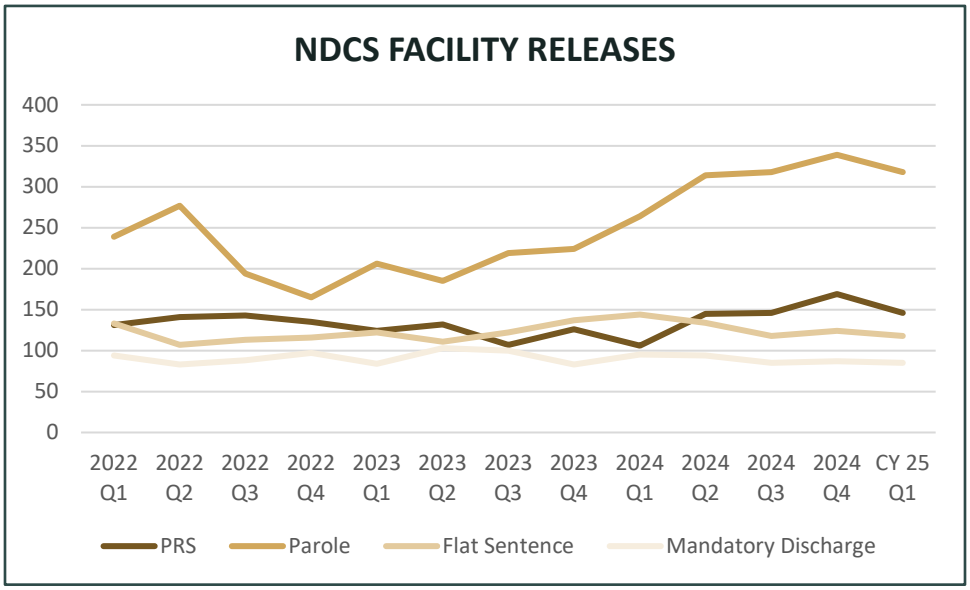


*Figure 19. Source: NDCS Quarterly Summary Reports.*

determined at the time of their sentencing. The charts below show the facility releases by quarter since 2022 and the annual release data which includes 2022, 2023, and 2024.

There are multiple ways for a person to be admitted into the custody of NDCS. The four primary means of being admitted into NDCS custody are being admitted after sentencing, returning due to a violation of parole, returning from PRS, or being a safekeeper or evaluator. Safekeepers come from counties who do not believe they can safely hold an individual at their facility, and evaluators are those who are waiting

[17] A flat sentence is a sentence in which the minimum and maximum terms of the sentence are the same.
[18] Community Supervision Services was previously known as the Division of Parole Supervision and was overseen by the Board of Parole. This changed as a result of the passage of Legislative Bill 631 in 2024.

for mental health evaluations prior to trial. In 2024, 2,620 people were admitted into the custody of NDCS, compared with 2,688 people being released.

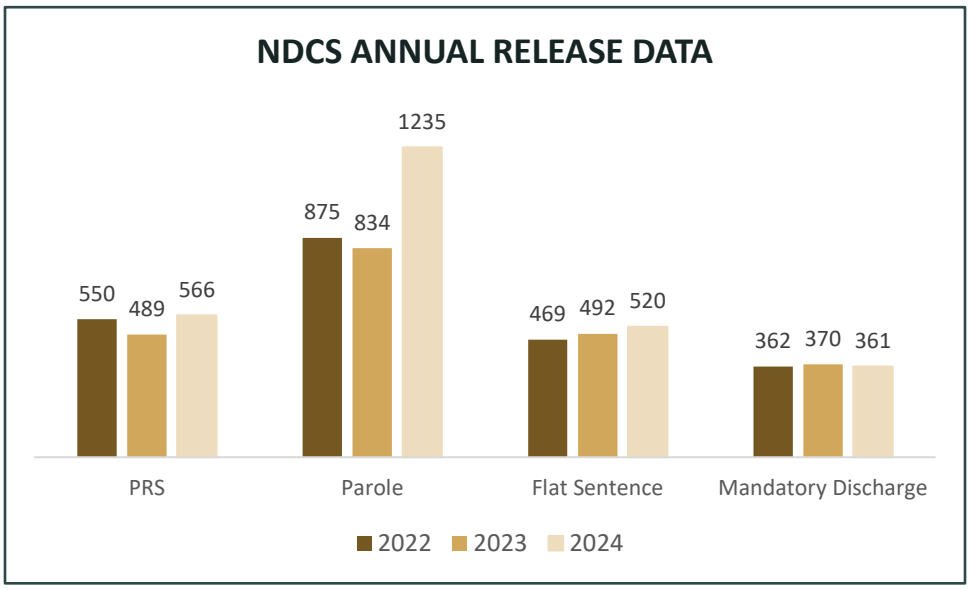


*Figure 20. Source: NDCS Quarterly Summary Reports.*

## COUNTY JAIL PROGRAM AND COUNTY 'SAFEKEEPERS'

In the past, NDCS contracted with county jails to house state prisoners. The original purpose of this program was to help ease crowding in the state prisons. At one point, approximately 200 men who were committed to NDCS were being housed in county jails. In February 2023, NDCS ended all placements at county jails, specifically due to not requesting any funding for this program.

However, as mentioned before, NDCS does accept safekeepers from county jails. 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 a local jail. As a result, they are housed in a state correctional facility and the state is paid a daily rate, plus other expenses, for their care. There were 19 male safekeepers at the RTC and six female safekeepers at NCCW in August 2025.

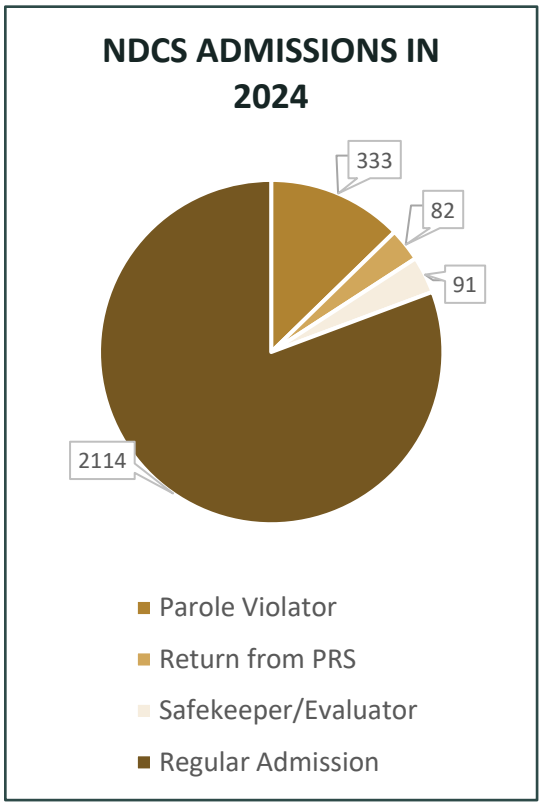


*Figure 21. Source: NDCS Dashboard Reports, August 2025.*

## OVERCROWDING EMERGENCY ACT REPORT

A statutorily required report related to the state correctional population is the Overcrowding Emergency Act Report. Nev. Rev. Stat. § 83-963 states, "The department (NDCS) shall prepare an annual report on committed offenders who are paroled or granted controlled release pursuant to the Correctional System Overcrowding Emergency Act." In the past, these reports have contained no specific information indicating any individuals were actually paroled pursuant to the Overcrowding Emergency Act. NDCS and the Board of Parole have not filed this report as required by statute since January 2, 2024. The last report filed covered the time period between July 1, 2020 and November 30, 2023.[19]

## POST-RELEASE SUPERVISION

Neb. Rev. Stat. § 6-1904 established a process that includes a period of post-release supervision (PRS) by the Office of Probation Administration as part of a determinate sentence for certain felonies.[20] As part of this process, the court receives a PRS plan no later than 45 days prior to the individual's anticipated date of release from NDCS. The plan is to be collaboratively prepared by the Office of Probation Administration and NDCS. This sets a process in place that results in the release of an individual from NDCS custody and the eventual oversight by the Office of Probation Administration for a set period of time. In fiscal year 2024, there were a total of 1,257 individuals on PRS, which is slightly less than the previous two years.

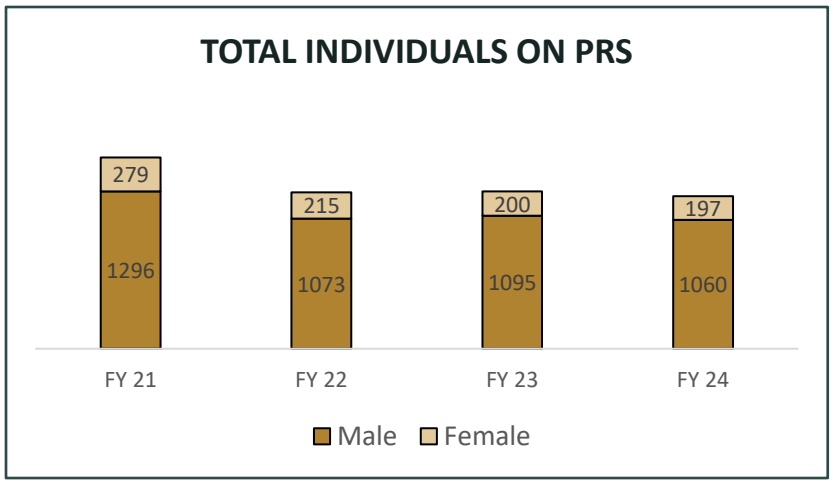


*Figure 22. Source: Office of Probation Administration.*

[19] https://nebraskalegislature.gov/FloorDocs/108/PDF/Agencies/Correctional_Services__Department_of/241_20240102-162214.pdf.

[20] According to the FY2022 Adult Probation Annual Report, PRS probation is required any time a term of incarceration is imposed by the Court, regardless of the duration, in any Class III or IIIA felony. The passage of LB 686 in 2019 modified the minimum PRS term of nine-months for Class IV Felonies. The maximum PRS terms of up to 12 months is allowed in Class IV Felonies, 18 months in Class IIIA Felonies, and up to 24 months on Class III felonies.

## RECENT LEGISLATIVE EFFORTS

### Nebraska Sentencing Reform Task Force

In 2023, the Legislature passed Legislative Bill 50 which included the creating of the Sentencing Reform Task Force. The task force consisted of 11 members representing various interests. The chairperson of the task force was Attorney General Mike Hilgers and the vice-chairperson was Senator Terrell McKinney. The task force met in October 2023 and established four subcommittees: Sentencing Reform, Criminal Justice System Resource Allocation and Recidivism Reduction, Public Safety, and Data Collection.[21] The task force submitted a report on November 15, 2024.[22] Although the work group was officially terminated on December 31, 2024, its members indicated they would continue their work. In their report, a section titled "Next Steps" specified a future focus on three areas: reentry, short-timers in the correctional system, and a review of the sentencing structure. It is the understanding of the OIG that this group has not reconvened during 2025.

[21] https://ago.nebraska.gov/sentencing-reform-task-force-meeting-minutes.

[22] https://nebraskalegislature.gov/FloorDocs/108/PDF/Agencies/Nebraska_Sentencing_Reform_Task_Force/817_20241115-163929.pdf.

# STAFFING

In 2016, the OIG reported NDCS was in a staffing crisis. This continued over the next several years. Three years ago, some NDCS salaries were increased substantially in order to help NDCS attract new staff and retain existing staff, particularly for security positions. This followed heightened staffing challenges due to COVID and steps not being taken to address the ongoing crisis. In the past few years, NDCS has used targeted raises, bonuses, and other incentives to attempt to address this challenge. Although staffing emergencies remain in effect at the RTC and TSCI, significant improvement across the system has been made, especially in the area of security positions.

## OVERVIEW

### Vacancies

Overall vacancies within NDCS peaked in 2021. They decreased from there but then increased in 2023 and part of 2024. Since then, there have been welcome decreases in vacancies throughout NDCS.

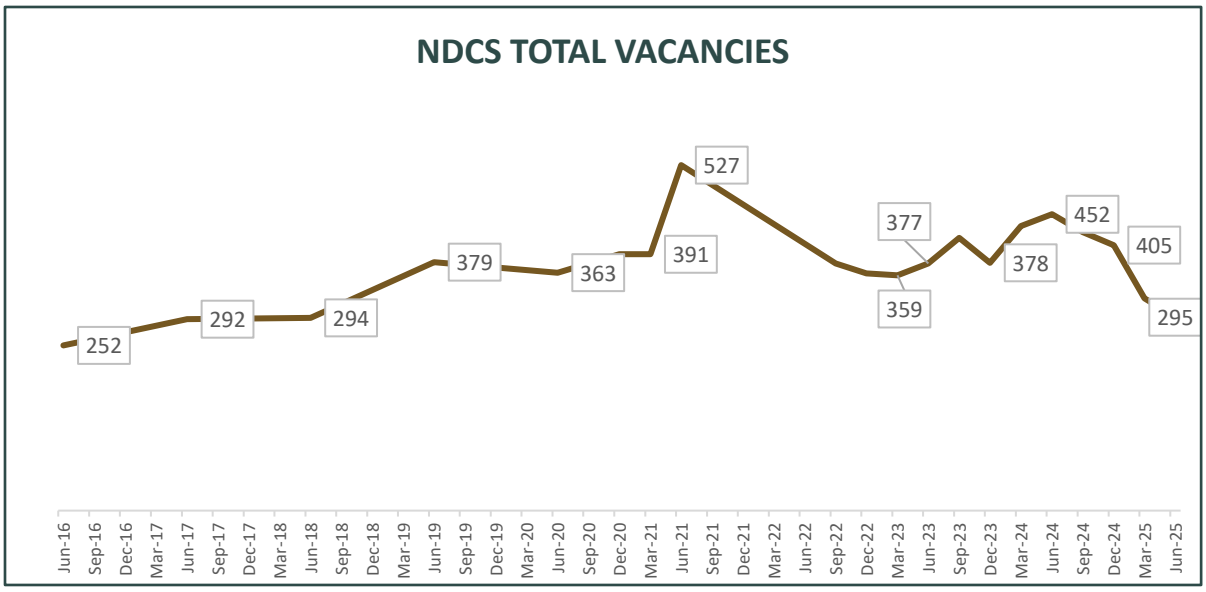


*Figure 23. Source: State of Nebraska Vacancy Report, June 30, 2025.*

A look at protective services vacancies over the past two years shows that these have seen a dramatic decrease in the past year. During the recently completed fiscal year ending June 2025, 330 protective services staff successfully graduated from the NDCS training academy, which was an increase from the prior year's total of 220 protective services staff graduates. Overall, 583 staff started pre-service training

in the recently completed fiscal year. In the prior fiscal year, only 354 staff started pre-service training. This includes protective services staff and non-protective services staff.

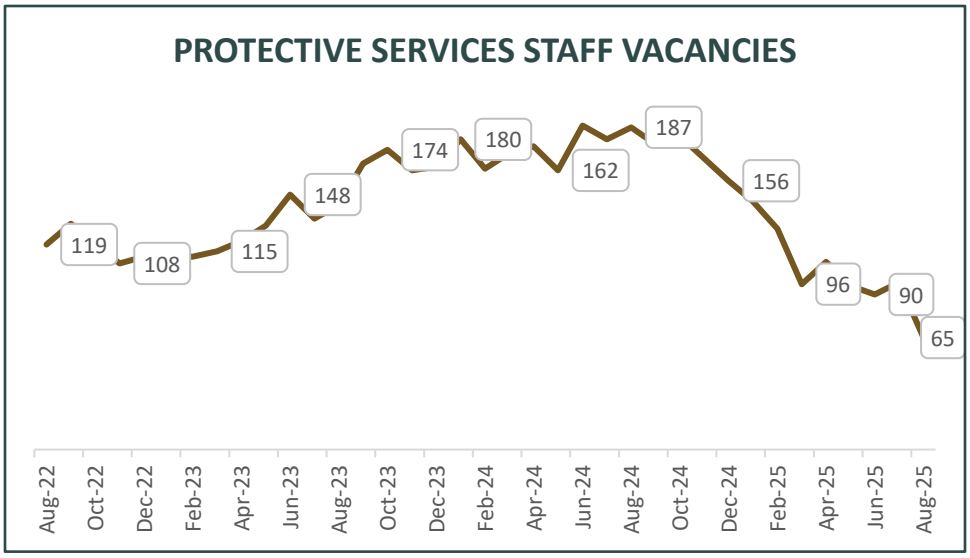


*Figure 24. Source: NDCS Human Resources.*

To provide more context on the number and types of vacancies within NDCS, a list of every vacant position in NDCS as of June 30, 2025 is attached to this report.[23]

Medical and behavioral health staffing continues to be a significant challenge for NDCS, and is examined in detail later in this report.

## Turnover

While overall turnover within NDCS is projected to increase this calendar year, it is a very slight increase and is still on track to be lower than the years from 2015 to 2021. This is consistent with projections for turnover of protective services positions as well. While turnover is steady, the number of employees overall has increased which would primarily be due to increases in hiring during the past year.

[23] Appendix: Excerpt from the June 30, 2025 Department of Administrative Services' Vacancy Report.

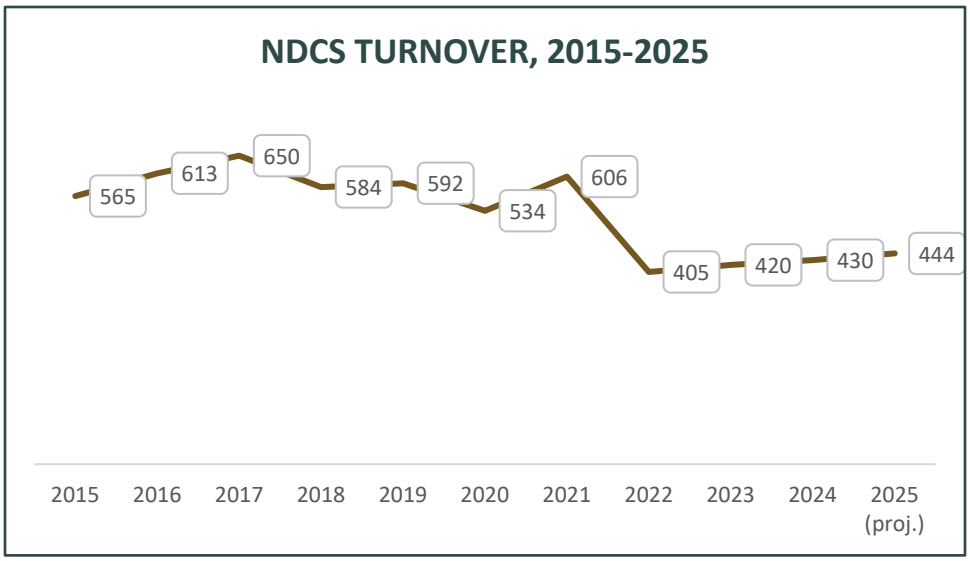


*Figure 25. Source: NDCS Human Resources.*

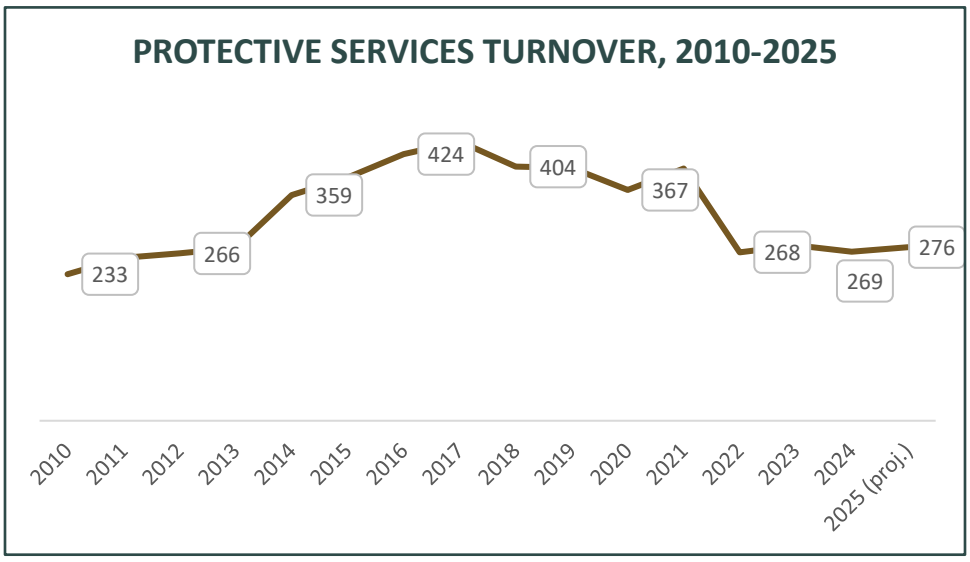


*Figure 26. Source: NDCS Human Resources.*

## Overtime Costs

Overtime costs continue to be significant, as they increased to over $23.6 million in the recently completed fiscal year. Of this amount, over $21.5 million was expended for the overtime of protective services staff. This amount continued to grow despite the ending of double pay overtime for protective services staff two years ago. As expected, the facilities with the highest amounts of overtime paid to protective services staff were the largest facilities.

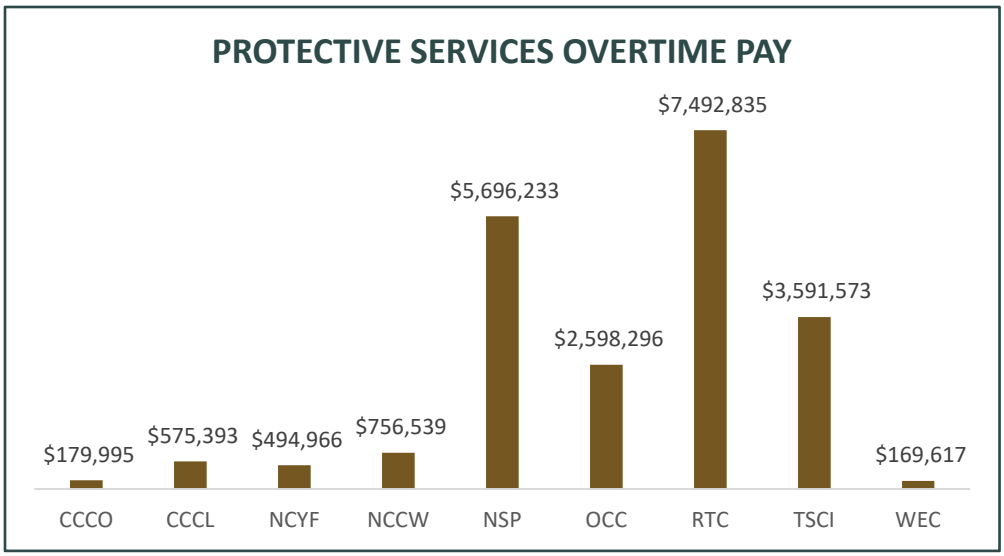


*Figure 27. Source: NDCS Human Resources.*

Last year, a report from the Nebraska Auditor of Public Accounts noted concerns about the amount of overtime worked by NDCS staff. In the report, the Auditor suggested to NDCS to consider performing an analysis to calculate an estimate of potential savings if NDCS were staffed at various levels. Due to the recent substantial decrease in vacancies for protective services and pressure to reduce the correctional budget, it would be expected that a corresponding drop in overtime costs will also take place. This will be reviewed in next year's OIG annual report.

## Salaries

During the past 10 years, the average salary of employees of NDCS has increased by approximately $30,000. This increase has been most significant in the past five years as a result of the targeted raises and other actions described elsewhere in this report. The increase from 2020 to 2021 was more than the increase from 2015 to 2020.

## Bonus Pay

In past years, NDCS used bonus pay as an incentive to recruit and retain employees. Those bonuses took on many forms, and changes were made during this time. Two programs provided hiring bonuses for corporals (the entry level position for protective services), and one other program provided bonuses for all positions represented by the Fraternal Order of Police (FOP).

The first program was a hiring bonus, implemented in 2019, which provided bonus pay on a regular basis until the employee received $10,000 over a three-year period. This program ended in July 2021. There were 263 employees eligible for the bonus. Of those, 204 received their first payment of $1,111.11. There

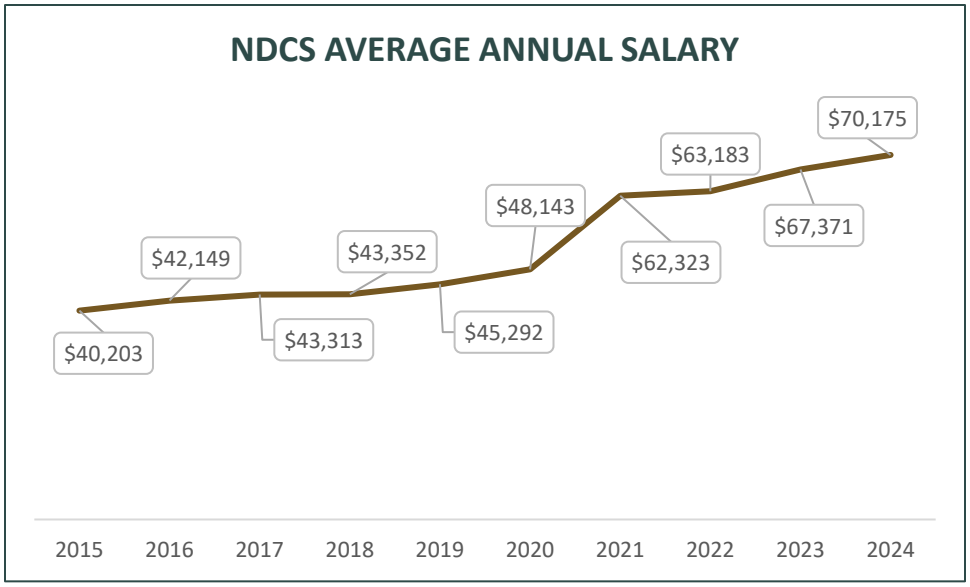


*Figure 28. Source: Department of Administrative Services.*

were 70 of the 263 (26%) who received the full bonus and were still employed in August 2024, when the final payment was made (34% of those that received the first payment received the full bonus).[24]

A second program was a $15,000 hiring bonus for the same position for those employed at TSCI, RTC, and NSP. This mirrored the $10,000 bonus program as it paid out over a three-year period. It ended in December 2022. The final payout for this program will take place in December 2025. There were 342 employees eligible for the bonus. Of that number, 298 received their initial payment of $1,666.66. As of August 2025, 82 employees who were hired before August 2022 had received the full bonus (24% of those eligible), and 121 were still employed by NDCS. Another 39 could potentially receive the full bonus (35%).

The final bonus program covered all FOP-represented positions and included $20,000 over a two-year period. This was started in January 2022 and ended at various times depending on the correctional facility. There were 362 employees eligible for the program, of which 252 received their first payment of $2,500. As of March 2025, 137 employees had received the full bonus (38%) and 107 were still employed by NDCS (30%).

[24] Source: NDCS Human Resources.

## Demographics

The DAS Personnel Almanac again reported new increases in the employees of color who work for NDCS. This past year, 21% of NDCS employees were people of color. In the past decade, this percentage has more than doubled.

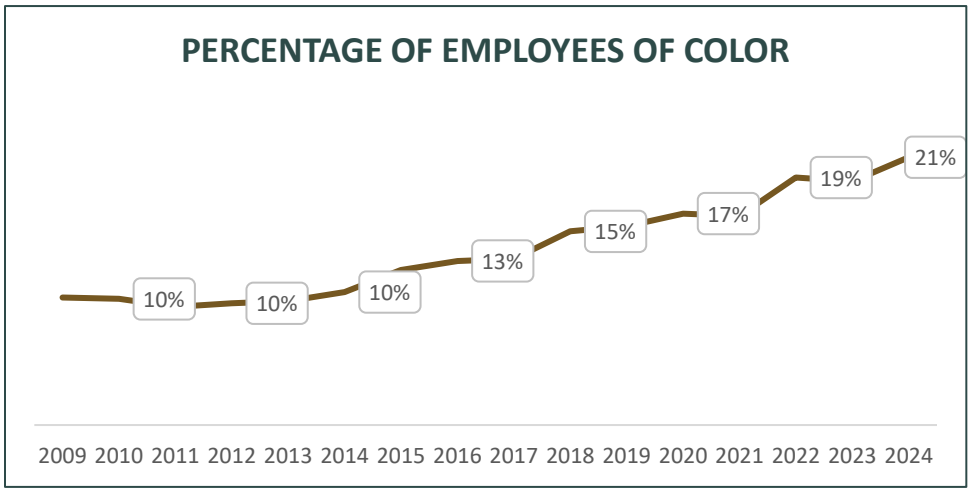


*Figure 29. Source: Department of Administrative Services.*

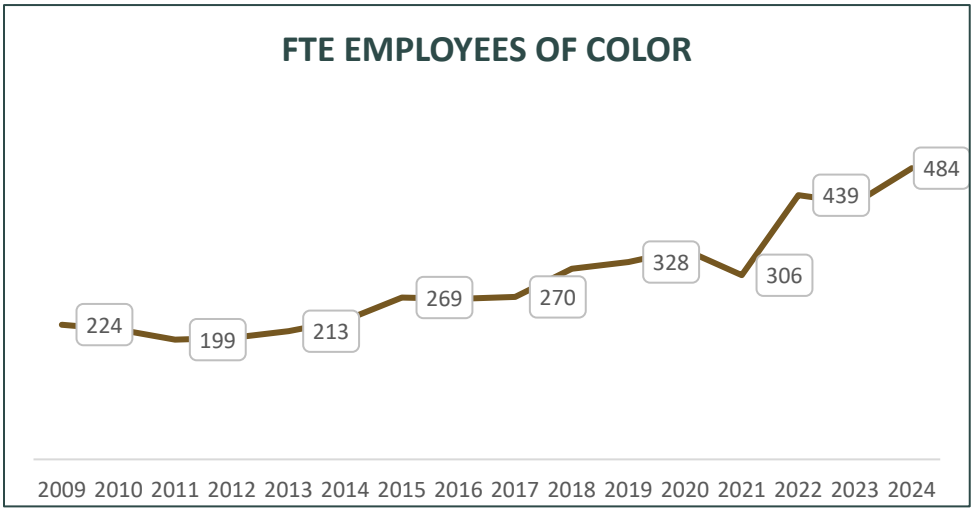


*Figure 30. Source: Department of Administrative Services.*

In the past year, NDCS saw an increase in both male and female staff members.

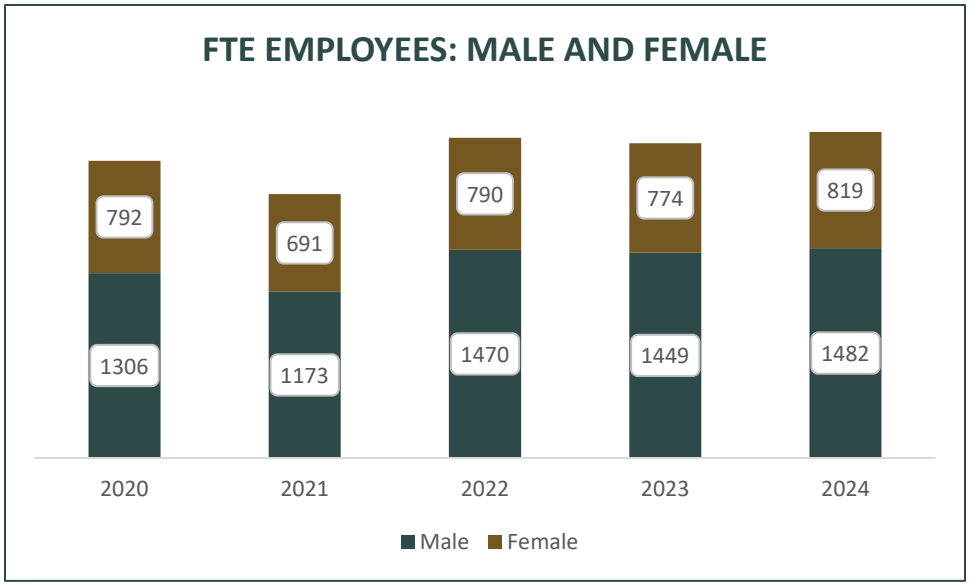


*Figure 31. Source: Department of Administrative Services.*

## Tuition Reimbursement

Like all state agencies, NDCS is able to provide some level of college tuition reimbursement for its employees. After experiencing several years of decrease in these expenditures, NDCS has witnessed significant growth in the past two years.

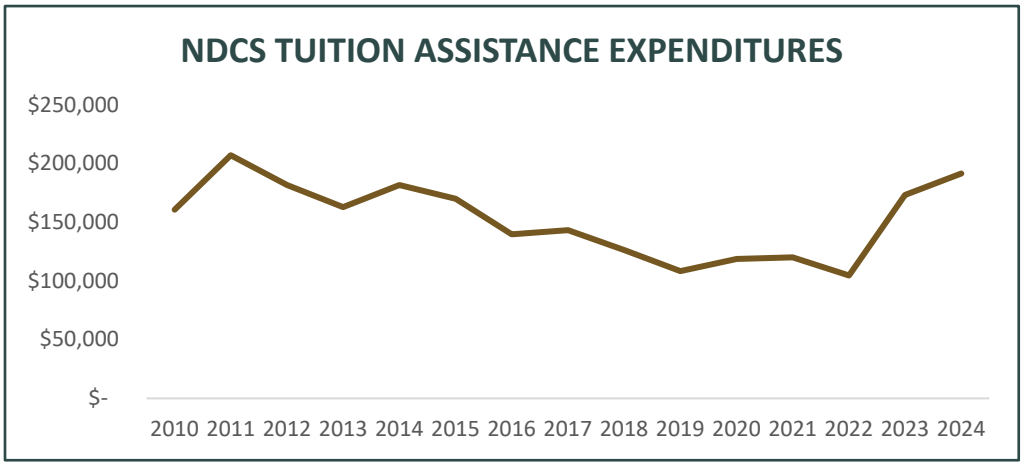


*Figure 32. Source: Department of Administrative Services.*

## OTHER STAFFING INFORMATION

A recent research article on the health of correctional officers showed these staff face serious challenges to their wellbeing, both physically and mentally. The study also found these challenges are substantial and may impact operations within correctional systems, and that staff health and wellbeing are impacted by

overcrowded and violent facilities. It found correctional officers "play a key role in every part of correctional operations, and their health and wellness shape the outcomes incarcerated people and parolees experience in meaningful ways."[25] It is a difficult profession which extracts a toll on many. NDCS employs over 2,300 people, which makes up approximately 17% of the State of Nebraska's code agency work force.

## Military Leave

While NDCS employees make up approximately 17% of the State of Nebraska's workforce, they make up 44% of the state's military leave expenditures. This makes sense as many correctional staff have military experience.

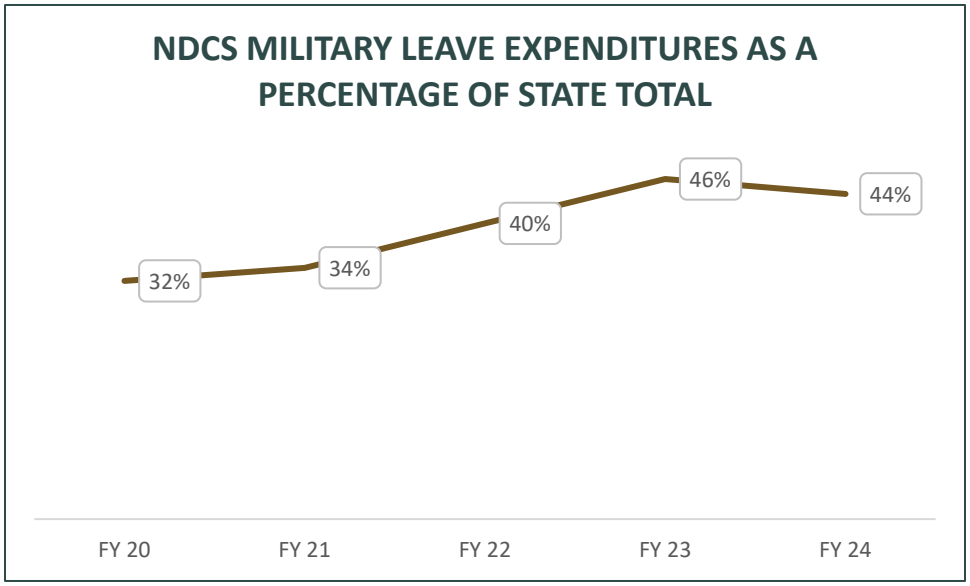


*Figure 33. Source: Department of Administrative Services.*

## Workers' Compensation and Injury Leave

Two related areas where NDCS employees are also overrepresented are the percentage of worker's compensation premium expenditures and injury leave expenditures. NDCS made up 24% of all state workers' compensation premium expenditures and 34% of all state injury leave expenditures in FY 2024.

[25] Schultz WJ, Ricciardeli R. Correctional officers and the ongoing health implications of prison work. Health Justice. 2024 Dec 17;13(1):4. doi: 10.1186/s40352-024-00308-2. PMID: 39836266; PMCID: PMC11753149.

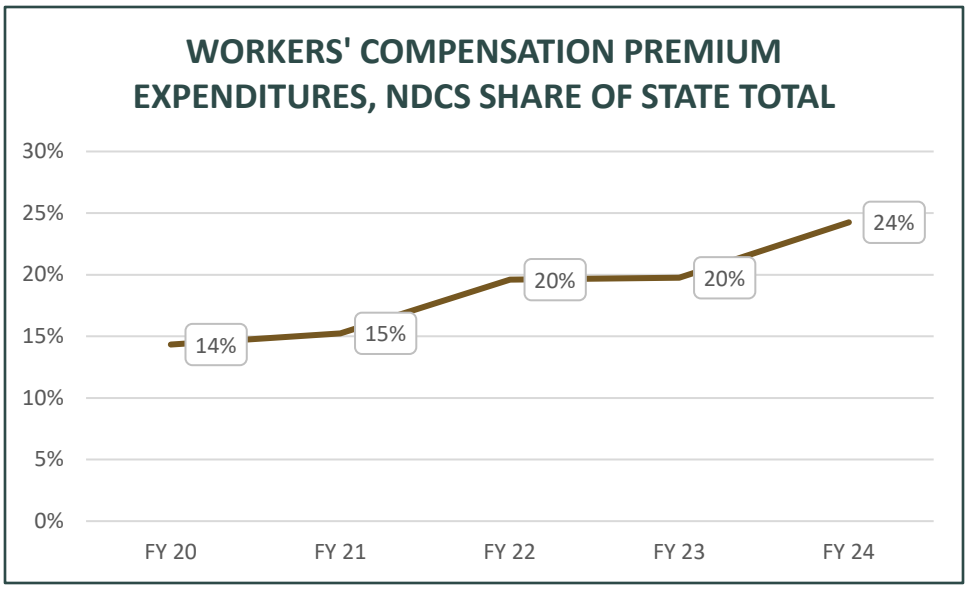


*Figure 34. Source: Department of Administrative Services.*

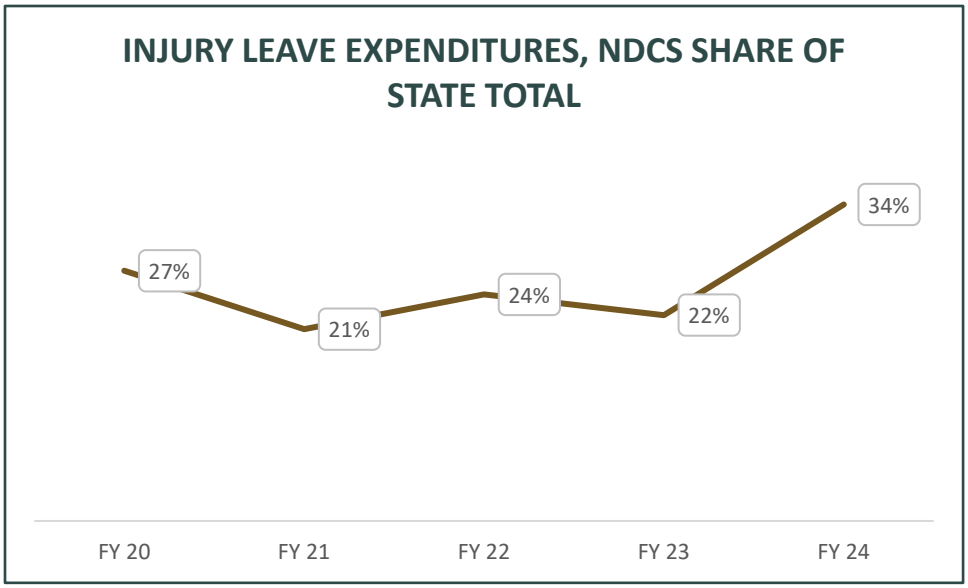


*Figure 35. Source: Department of Administrative Services.*

# HEALTH CARE

On any given day, the state prison system serves as the primary medical and mental health care provider for approximately 5,800 people, including a significant percentage who have chronic conditions. State statute requires NDCS to provide all inmates with a community standard of health care, meaning the care provided must be "of the type, quality, and amount that any individual residing within the community in question could expect to receive in that community." This and other requirements are established under the Nebraska Correctional Health Care Services Act.[26] The Act covers medical, surgical, pharmaceutical, nursing, dental, optometric, and audiological care, as well as physical therapy, mental health care, and substance use counseling and treatment.

NDCS has full-time medical staff assigned to all but two of its facilities. CCC-O and NCYF do not have full-time medical staff, but are each within walking distance of OCC, which has a full-time medical clinic. State law requires the NDCS medical director to "ensure that each facility has at least one designated medical doctor on call at all times and that each facility housing more than five hundred inmates has at least one full-time medical doctor assigned to that facility as his or her primary employment location."[27] However, the Community Corrections Center-Lincoln, which houses more than 500 people, does not have a doctor based primarily at the facility. At the time of this report, OCC had not had a full-time medical doctor assigned to that facility since late 2024.

Inpatient medical and mental health care is concentrated at three facilities: the RTC, TSCI, and NCCW. Each of these facilities has a skilled nursing facility, licensed to provide a nursing home level of care, as well as inpatient mental health beds for people with serious mental illness or who are experiencing a mental health crisis.

NDCS also sends patients to outside providers for specialist visits, surgical procedures, and critical emergent care. NDCS generally covers the costs of health care services through its own budget, with some exceptions:

- Medicaid will cover a percentage of the cost when a person has been admitted to an outside medical facility for 24 hours or more. (The process is explained in greater detail later in this section.)

[26] Neb. Rev. Stat. §§ 83-4,154 et seq.
[27] Neb. Rev. Stat. § 83-4,159.

- Patients must pay all expenses for approved elective procedures, including the costs of security and transportation. NDCS policy states that a medical or dental procedure is considered elective if it is provided for cosmetic reasons or is not necessary to maintain a patient's basic physical health.
- People on work release who receive outside treatment for work-related injuries are generally covered by the employer's workers' compensation insurance.

People under community supervision (parole) are generally reliant upon community-based providers for care.

## OIG OVERSIGHT

The OIG is required to investigate all deaths in NDCS facilities, for the purposes of systemic oversight. A significant majority of these deaths are the result of natural causes and involve people who have been under the care of NDCS health services staff, sometimes for years or decades. The OIG also investigates certain complaints related to health care within the state prisons.

At the time of this annual report, the OIG is completing a lengthy examination of mental health services within NDCS. Other investigations are also taking place related to medical care and natural causes deaths within the system. Therefore, it is anticipated that additional information on these topics will be published in the near future.

## ADMINISTRATION AND STAFFING

Health services within NDCS are administered by the Department's Medical Director, who oversees the Mental Health Director, Chief Psychiatrist, and Director of Nursing. Facility-level nurse supervisors and behavioral health supervisors are responsible for operations at their specific facilities.

| Position | Filled | Vacant |
|---|---|---|
| **Registered Nurse** | 24 | 25 |
| **Licensed Practical Nurse** | 11 | 17 |
| **Dentist** | 2 | 4 |
| **Physician** | 2 | 4 |
| **Physician Assistant** | 5 | 3 |
| **Nurse Practitioner** | 6 | 2 |
| **Dental Hygienist** | 0 | 1 |
| **Dental Assistant** | 4 | 1 |

*Table 2. NDCS medical and dental staffing, August 2025.*

Systemwide, staffing of licensed medical and mental health professionals has remained a consistent problem for NDCS for many years. However, the extent of this problem varies by facility.

**Error! Reference source not found.** contains data on medical and dental positions which are vacant or filled by state employees. (Information on mental health staffing will be included in a forthcoming OIG report.)

In addition to these state employees, like many health care providers, NDCS has turned to contracted (or "agency") staff to provide necessary services. As of July 17, 2025, NDCS reported employing 76 agency registered nurses, 39 agency licensed practical nurses, three agency dentists, one physician assistant, one nurse practitioner, three dental hygienists, and seven dental assistants who were agency staff.

## RTC EXPANSION

NDCS is nearing completion of a project to add three new, 32-bed units at the Reception and Treatment Center which are designed to serve people with specific medical and mental health needs. The Legislature provided $18 million in funding for these units in the FY22/FY23 biennial budget.

- One new unit is intended to serve the growing number of geriatric individuals within the system, specifically those with higher levels of need. The unit is located near the RTC's clinic and skilled nursing facility.
- The remaining two units are intended to supplement the number of inpatient mental health beds within the system and to provide a more therapeutic atmosphere for those with serious mental illness and related needs. Current housing for this population is better suited for those who require high levels of security, whereas the new units will be more appropriate for those who are transitioning to the general population or who have conditions that will require longer-term stays in inpatient care. These units are located on the far southwest corner of the complex.

# PROGRAMS

Clinical programming is offered on an inpatient and outpatient basis, depending on the specific program. While participation is optional for people in NDCS custody, it has traditionally been an expectation for many people in order to obtain release on parole, and the Department regularly requires people to complete clinical or nonclinical programs in order to leave restrictive housing, advance to lower levels of security within the prisons, or be approved for community custody/work release. People might also be instructed to participate in programming or receive other mental or behavioral health services in the community as a condition of their parole.

## CLINICAL PROGRAMS

The clinical treatment programs offered by NDCS are those related to substance use disorders and sexual misconduct. Previously, there were two clinical violence and anger programs delivered to the incarcerated population but these have either been ended or suspended. More information on NDCS's efforts to provide similar programming in the future will be covered in an upcoming OIG report on mental health services.

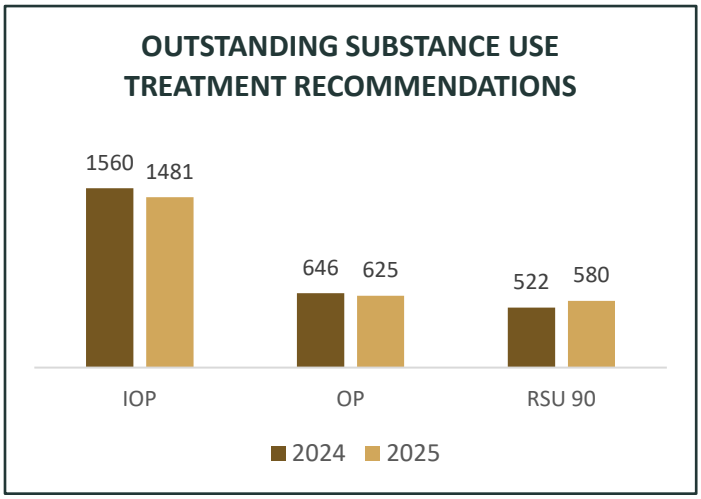


*Figure 36. Source: NDCS Dashboard Reports.*

### Substance Use Treatment Programs

Substance use treatment is by far the most common form of structured clinical programming within NDCS. For example, about one-quarter of people in NDCS custody have outstanding recommendations for the intensive outpatient (IOP) substance program. The other main substance use treatment programs currently offered by NDCS include outpatient (OP) and a 90-day residential substance use program (RSU-

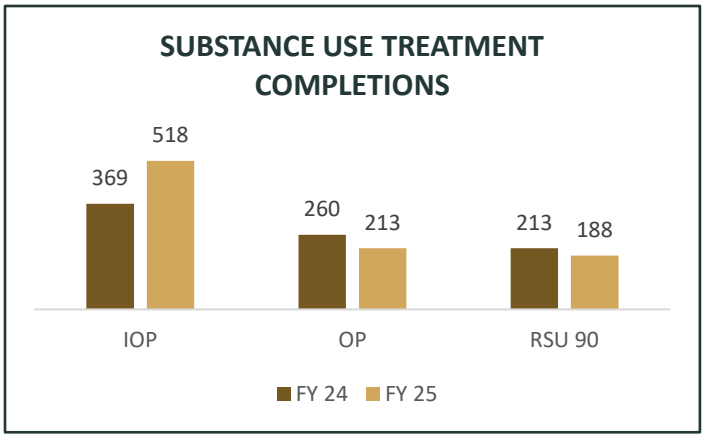


*Figure 37. Source: NDCS Dashboard Reports.*

90). IOP and OP are each offered at several NDCS facilities, particularly those with individuals in lower custody levels. RSU-90 is an inpatient program which is offered only at the RTC, TSCI, and NCCW.

In the last fiscal year, 518 individuals completed IOP, 213 individuals completed OP, and 188 individuals completed RSU-90. Compared to the previous fiscal year, only IOP saw an increase in completions.

Although the Nebraska Center for Justice Research (NCJR) has yet to conduct an evaluation of substance use treatment programs, it is anticipated this will take place in the future due to this being the most utilized clinical treatment programming within NDCS facilities.[28] One issue that is delaying this evaluation is the need to have a more expansive data pool in order for the evaluation to be robust and accurate.

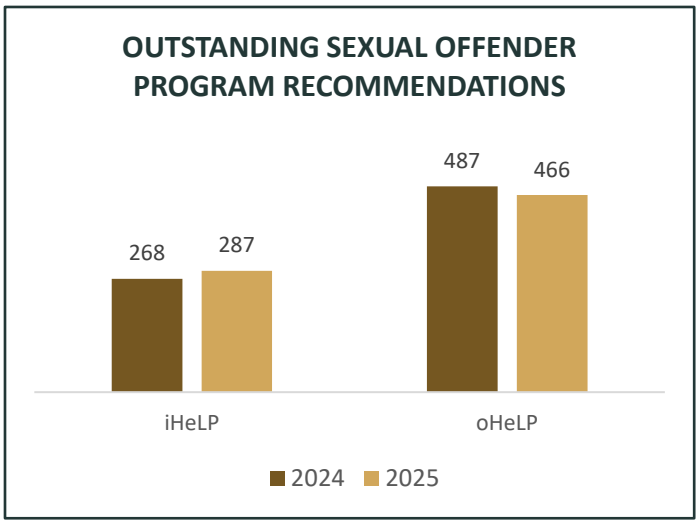


*Figure 38. Source: NDCS Dashboard Reports.*

## Sexual Offense-Related Programs

Two clinical programs offered within NDCS are aimed at people who are assessed to be at risk of sexual violence or sexual misconduct. Inpatient Healthy Lives Program (iHeLP) is an inpatient program for high-risk individuals that is offered exclusively on a particular unit at OCC. Outpatient Healthy Lives Program (oHeLP) is an outpatient program for more moderate risk individuals and is available primarily at OCC as well, although the Department periodically has cohorts in other facilities. In the last fiscal

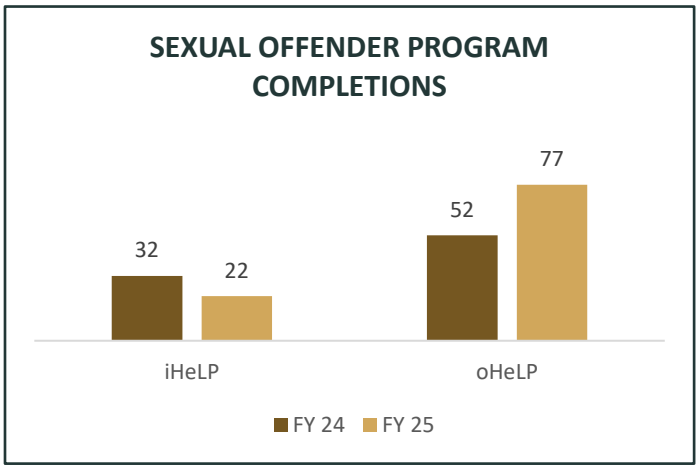


*Figure 39. Source: NDCS Dashboard Reports.*

[28] The Nebraska Center for Justice Research was created by the Legislature and its mission is "to develop and sustain research capacity internal to the State of Nebraska, assist the Legislature in research, evaluation, and policymaking to reduce recidivism, promote the use of evidence-based practices in corrections, and improve public safety." NDCS is currently utilizing NCJR to conduct evaluations of NDCS programs required under state law. More information on NCJR, including access to their many relevant reports, can be found at http://justiceresearch.unomaha.edu.

year, 22 individuals completed iHeLP and 77 individuals completed oHeLP.

NCJR has been conducting an evaluation of these two programs. It is anticipated that this will be released within the next few months.

### Staffing

The providing of clinical programs by mental and behavioral health providers has been a significant challenge for Nebraska's correctional system. NDCS has continually had a large number of vacancies in this area although there are continual attempts to improve in this area.

## NON-CLINICAL PROGRAMS

### Domestic Violence-Related Programs

NDCS has recently taken significant steps to provide domestic violence programming inside correctional facilities after this not being an option for a number of years. Two years ago, NDCS began offering a program "in-house" called Achieving Change Through Values-Based Behavior. The program (abbreviated ACTV-NE in this state) is based on a model developed by an assistant professor at Iowa State University, and is facilitated by nonclinical staff.[29] The ACTV-NE program has gradually spread throughout the system. These programs are led by two NDCS staff members, one male and one female, and they typically meet once a week for approximately 32 weeks. In May 2025, there were over 500 individuals on the priority list for this program but it has been reduced to approximately 330 individuals in August 2025.

### 5 Keys

In November 2023, NDCS announced it would be launching "a new phase of evidence-based programming aimed at providing strengths-based reentry support services" and began to implement the 5-Key Model. The program provides services divided into five different keys as seen in the accompanying graphic. NDCS uses a combination of departmental staff and trained peer facilitators to operate these programs.[30] This is a

**Successful 5 Key Program Completions (Last 12 months)**

| | |
|---|---|
| **Effective Coping Strategies** | **511** |
| Power From Within | 511 |
| **Healthy Thinking Patterns** | **3153** |
| Ideas for Better Communication | 998 |
| Understanding and Reducing Angry Feelings | 1142 |
| Unlocking Your Thinking | 1013 |
| **Positive Relationships** | **1208** |
| Building Social Networks | 784 |
| Rewarding Relationships | 424 |
| **Positive Social Engagement** | **154** |
| Healthy Lifestyles | 122 |
| Reentry Reality | 32 |
| **Meaningful Work Trajectories** | **923** |
| Now, Next, Later Programs* | 923 |

**Includes getting started/soft skills, job market essentials, interviewing/references, job retention, and managing money*

*Figure 40. Source: NDCS Quarterly Population Summary Report.*

[29] More information about the Iowa ACTV program can be found on the Iowa State University website.
[30] According to NDCS, over 160 peers have been trained to facilitate these programs.

relatively new model with limited studies available regarding its use and impact, but according to NDCS policy research and evaluation will be conducted in Nebraska to learn the effectiveness of the programs on those individuals who complete them.

There are a number of programs of varying lengths in the different keys which individuals can take. From April 2024 to March 2025, over 3,500 individuals took at least one 5 Key program.

## 7 Habits on the Inside

Another non-clinical program provide within the correctional system is 7 Habits on the Inside. It is a 12-week program which uses the principles of "The 7 Habits of Highly Effective People." In this program, participants learn proactive practices, gain a better understanding of the impact of their choices, and also focus on becoming more positive role models.[31]

From April 2024 to March 2025, over 300 individuals successfully completed this program.

[31] https://corrections.nebraska.gov/7-habits-inside-partner-us.

# RESTRICTIVE HOUSING AND OTHER SPECIAL SECURE SETTINGS

A majority of people in NDCS custody are housed in general population settings, which departmental rules and regulations define as "housing areas that allow out-of-cell movement without the use of restraints, a minimum of six (6) hours per day of out-of-cell time, and regular access to programming areas outside of the living unit."[32]

One set of exceptions to this includes skilled nursing facilities, acute/subacute and chronic care mental health units, and units used for inpatient treatment programs. Another set of exceptions are highly secure settings such as restrictive housing units, special management units, and protective management units. This section examines the use of these settings within NDCS.

## RESTRICTIVE HOUSING

Restrictive housing is defined as conditions of confinement that provide limited contact with other offenders. It includes strictly controlled movement while out of cell, and out-of-cell time under 24 hours per week.[33] Currently, the primary restrictive housing unit is at TSCI. RTC and OCC also have smaller restrictive housing settings.

In 2015 and 2016, statutory and operational changes were made to decrease the number of, and improve conditions for, people placed in restrictive housing, particularly those in long-term placements. After that, the number of people in restrictive housing peaked in 2018 at over 420 people and then significantly decreased to approximately 220 people in 2020. After a short period of increased use, it has again experienced a significant decrease.

This deliberate attempt to restrict the use of restrictive housing was assisted by the use of special management units at the RTC and TSCI. The use of these units, which together house over 420 higher-risk individuals, to separate those individuals from lower custody incarcerated persons also allows the Department to place individuals there who were previously in restrictive housing. In the past, these individuals may have stayed longer in restrictive housing but by placing them in these highly restrictive

[32] Title 72, Nebraska Administrative Code, Chapter 2.
[33] Neb. Rev. Stat. § 83-170.

settings it has assisted to some degree to a reduction in the use of restrictive housing as defined in state statute.

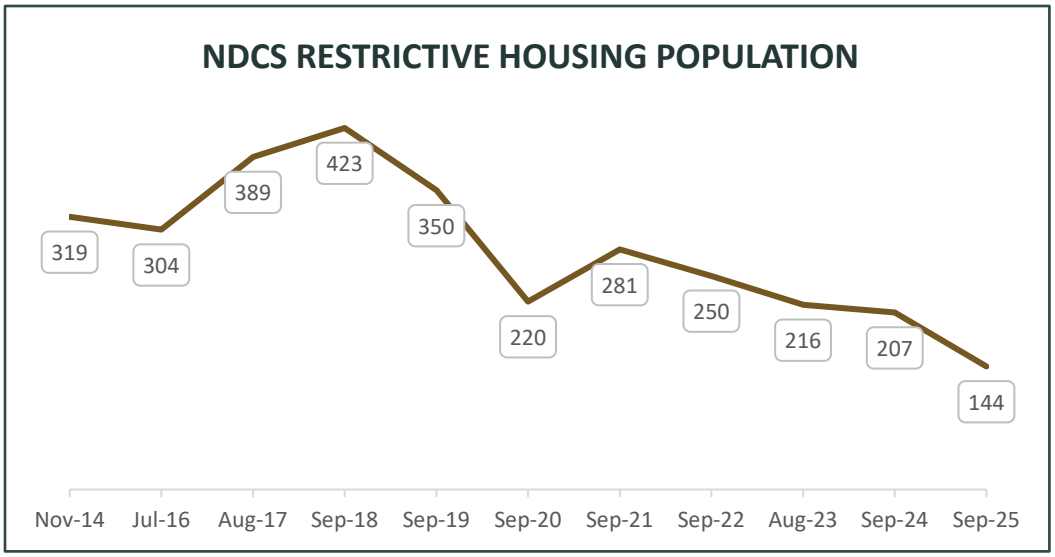


*Figure 41. Source: NDCS Dashboard Reports.*

## The Challenge Program

Since at least 2018, the pathway out of restrictive housing for most included the requirement that the individual complete the Challenge Program. The Challenge Program, which evolved over the years, was intended to transition incarcerated people who met certain requirements and completed specific programs back to a general population status. However, as shared in previous OIG annual reports, there were issues with this program due to resistance by some in restrictive housing to take the program. Although the Challenge Program changed over time, resistance remained and several men at TSCI lingered for years in that setting due to their resistance to complete this requirement.

In October 2024, NDCS issued a memo to those assigned to longer-term restrictive housing which eliminated the requirement to take the Challenge Program. A new program, Pathways to Change, was introduced and it included multiple pathways to follow to be removed from that setting. The pathways varied depending on the individual and included a combination of interactive journals and tablet programs. The OIG happened to visit TSCI the day after this memo was delivered to that population and many individuals expressed their desire to now pursue that pathway after resisting the Challenge Program for a number of years. Since that time, some individuals who had been in restrictive housing for years have moved to a transitional unit. Most individuals who complete the new program transition to a special management unit.

## SPECIAL MANAGEMENT UNITS

People who are classified for Maximum A custody are housed in special management units (SMUs). These units are a step down from restrictive housing in terms of restrictions. People living in these units are allowed out of their cells in small groups for limited amounts of time. They generally receive slightly more than 24 hours per week of out-of-cell time. Similar to those in restrictive housing, they do not have access to the same programs or shared services as other incarcerated people. The Maximum A custody level and the Department's SMU policy were adopted on July 1, 2023.

### RTC and TSCI SMUs

In 2023, NDCS opened a new, 384-bed, high-security unit (technically two separate units) at the RTC. This essentially replaced and expanded upon the concept of the former controlled movement unit at TSCI, which was converted back to a general population unit and is now a protective custody unit. "The 384," as it is known, consists of Housing Units F and G at the RTC.

The units house people who had been in restrictive housing or controlled movement units, as well as a large number of people who were previously in general population settings but were effectively demoted to the 384 based on the criteria for the new units. Each gallery consists of slightly less than 100 people who are divided into three groups. The two galleries on each unit share a paved outside yard, with schedules preventing interaction between groups. Each group is supposed to receive a minimum of three and a half hours per day of out-of-cell time, which slightly exceeds the out-of-cell hours that are in the definition of restrictive housing.[34]

In January 2024, a gallery that was previously used for restrictive housing placements at TSCI was converted to a smaller SMU. Since then, a second and similar gallery at TSCI has also been converted to a smaller SMU. Each

#### *Individuals Sentenced to the Death Penalty*

There are currently 11 people awaiting the death penalty in Nebraska. All are housed in the same gallery in the restrictive housing unit at TSCI, in single-person cells. However, this gallery is not operated as restrictive housing and is instead considered an SMU. While this is a separate unit, those who reside there have daily access to the outside yard and the day room. They also have access to some jobs, law library, visitation, showers and are also allowed to eat outside of their cell within the unit.

[34] Neb. Rev. Stat. § 83-170 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." If there are no disruptions or staffing issues, an individual in RTC Housing Units F or G would receive 24.5 hours of out-of-cell time under the current schedule.

gallery holds approximately 22 people and has a schedule which provides for limited out of cell activity, including shower time, yard time, and some dayroom time. One thing different from the 384 unit is these men are restrained whenever they leave their cell.

In all of these SMU settings, concerns have been raised by the population regarding their out-of-cell time, limited program opportunities, and access to other activities or amenities which general population units receive. Others have expressed frustration about losing certain privileges after moving from a restrictive housing setting to the new SMU setting at TSCI, or having fewer/different privileges than those in the RTC SMU. Since they have the same classification, many feel they should not be treated differently, but NDCS distinguishes them by indicating the TSCI SMUs are a transition step prior to placement in the RTC SMU. However, the main concern expressed by people in these units is their perceived lack of a clear and timely pathway out of their respective placement.

Placement on an SMU is subject to two types of review:

- **SMU Status Reviews.** A unit classification committee reviews each person in the SMU every 7 days for the first 60 days they are in this setting. Additional reviews are completed at least every 30 days thereafter. These reviews are forwarded to the warden for a final determination. In order to be released from the SMU, a person has to be deemed as a "non-threat to the safety and security of the department." These reviews are required under NDCS policy and are an American Correctional Association standard.[35]
- **Reclassification.** Until recently, men in the RTC SMU also received a full reclassification every six months. This included a risk assessment as well as a full review of other factors which can impact placement on a SMU or trigger a move to a lower custody level. In July, the RTC announced that these reclassifications were no longer guaranteed for the entire 384 unit and that people in the unit would instead be reclassified following the normal timeline for all NDCS, which is yearly for most individuals, or every six months for those nearing their discharge dates or release on parole.[36]

Although each monthly status review must be documented, this information is not necessarily shared with the subject of the review. Under policy, incarcerated people must be notified of the ultimate outcome each

[35] NDCS Policy 201.02, "Special Management Units"; and American Correctional Association (2021), *Performance-Based Standards and Expected Practices for Adult Correctional Institutions, Fifth Edition,* ACI-4A-07.
[36] NDCS Policy 201.01, "Classification of Incarcerated Individuals."

time they are reclassified. However, much of the information used as part of this process (such as intelligence/investigative information) is considered confidential and is not shared. This limits the person's ability to contest the outcome.

### NCCW BIPU

The Behavior Intervention and Programming Unit (BIPU) at NCCW is a similar to the men's SMUs, especially those at TSCI. In July 2021, NDCS ended the practice of restrictive housing for women in their custody. It converted the restricted housing unit at NCCW to what is now known as the BIPU. Women placed in the BIPU are supposed to be there due to disruptive or high-risk behavior. Once there, they are to receive programming and assistance to return to general population as soon as possible. Part of this pathway back to general population includes participation in an incentive program which can include access to activities or locations outside of the BIPU.

### NDCS Restrictive Housing Report and SMUs

Each year, NDCS produces a report to the Governor and the Legislature with information and data about the NDCS's use of restrictive housing. Under statute, this annual report is due September 15. Due to legislative changes in 2023, the 2024 report included additional information regarding SMUs. It provided more detailed information regarding the SMUs at the RTC and TSCI, including staffing levels, out-of-cell information, and a description of how each unit is operated. It also included information on the BIPU at NCCW as well as a significant amount of other information and data regarding restrictive housing.[37]

## PROTECTIVE MANAGEMENT/CUSTODY

Protective management or protective custody (PC) is used for people who cannot be safely housed in the general prison population, such as former law enforcement or correctional officers, those who have served as informants or witnesses against others, or those who might be targeted due to the nature of their crimes. PC individuals are generally held in separate living galleries from the general population. Placement in protective management follows a protective custody investigation process which finds that an individual cannot be safely housed with the general prison population and that no other placements are available. The goal of protective management is to safely house a person, not punish them further or make their living situation so undesirable that those who truly need PC do not request it in the future.

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[37] The 2024 Restrictive Housing Report can be found at https://nebraskalegislature.gov/FloorDocs/108/PDF/Agencies/Correctional_Services__Department_of/602_20240913-152507.pdf.

In the past two years, NDCS has taken steps to reduce the number of people in protective management, including converting protective management housing at the RTC and TSCI into general population housing. As of early September, the Department had just 35 people in protective management, whereas in the past the number regularly exceeded 400. All 35 were men residing in a single unit at TSCI. There were no women in protective management, although women do occasionally seek protective custody at NCCW.

According to NDCS, the reduction in number was accomplished by placing those who might target PC individuals into higher-security settings, such as an SMU, thereby making other facilities safer. For example, many individuals who would otherwise be in protective management are now housed in the general population at TSCI. Other individuals who are no longer labeled as needing protective custody are nonetheless housed in the same circumstances as when they were still in PC. This is the case with many men in Housing Unit G, which is part of the RTC's 384-bed SMU. Similarly, a 15-year-old girl housed at NCCW is not technically in protective custody, but she is mostly kept separate from others because, as of this report, she was the only person under age 18 at the facility.

# Reentry and Community Supervision

A significant majority of people imprisoned in Nebraska will eventually be released back into the community. Because of this, the reentry and community supervision systems have received significant attention in recent years, including from the OIG.

## COMMUNITY SUPERVISION

### Parole

Over the years, responsibility for supervising people on parole has switched back and forth between NDCS and the Board of Parole. Most recently, in 2024, the Legislature placed NDCS in control of the Division of Parole Supervision, which had previously reported to the Parole Board.[38] This transition to NDCS continued in 2025, when the Legislature completely eliminated the Division and replaced statutory references to the Division with references to NDCS.[39]

The actual transition is ongoing. NDCS now oversees all parole supervision employees, and the agency has been working to cross-train parole staff with the Department's own reentry staff, who work with people while they are still incarcerated to help them prepare for release.

Parole release decisions are still made by the Board of Parole, pursuant to the Nebraska State Constitution. Although the OIG's oversight includes parole supervision, this does not extend to the Board of Parole or its decisions.

### Other Community Supervision

Two other groups of people also receive community supervision from the state upon release from an NDCS facility: those on post-release supervision and certain sex offenders who are subject to lifetime supervision. Post-release supervision (PRS) is overseen by the Office of Probation Administration within the Judicial Branch. Lifetime sex offenders (LSOs) are supervised by parole officers working for NDCS.

There has been much discussion in recent years about which agency or agencies are best equipped to supervise these two groups. For example, PRS is similar to parole in that these individuals have been released from prison but remain subject to administrative sanctions, including custodial sanctions. The

[38] Legislative Bill 631 (2024).
[39] Legislative Bill 150 (2025).

main difference between the two is that parole is discretionary (not guaranteed for the individual), whereas PRS is mandatory. And for lifetime sex offenders, although these individuals are supervised by parole officers, they are not subject to the Board of Parole's authority and cannot be returned to prison unless they face additional criminal charges.

### Home Confinement

As of this report, NDCS is proposing a home confinement program it refers to as the Program for At-home Transitional Housing (PATH). The proposal would allow participants to serve part of their sentences at a "private, non-correctional address." This includes people who are not yet eligible for parole. Participants would receive community supervision from NDCS employees such as parole officers or community corrections staff.

Proposed rules and regulations for this program are scheduled for a public hearing on October 7, 2025.

## WORK RELEASE

For many years, the OIG has emphasized the need for more work release opportunities for people nearing release from NDCS and the need for more appropriate housing for these individuals once they return to the community.

Another significant component of LB 631, the Community Work Release and Reentry Centers Act, seeks to address these two needs.

One part of the Community Work Release and Reentry Centers Act allows NDCS to contract with community-based facilities to house people who are still serving their sentences but are eligible for parole or are within three years of being released onto post-release supervision. The stated intent of the Act is:

### *Reentry Continuity Advisory Board*

Legislative Bill 631 in 2024 established the Reentry Continuity Advisory Board (RCAB) to provide input and evaluations of the state's reentry-related efforts. The board includes the Inspector General and leaders of NDCS, the Board of Parole, and the Office of Probation Administration, as well as other stakeholders. The RCAB has met on a regular basis during 2025, and its annual report is due in October 2025.

The board has a variety of statutory requirements, including conducting evaluations of the "effectiveness of the collaborative efforts and reentry programs offered by the department, board, probation administration, and other criminal justice agencies."[1] However, the board receives no specific funding and is reliant upon the voluntary support of related agencies.

*(a) To increase the number of committed offenders in the Nebraska correctional system who are exposed to work release prior to discharge from custody; and*
*(b) To do so in settings that also offer therapy, programming, treatment, vocational training, and educational classes.*

Depending on how this program is implemented and the extent to which it is leveraged, it has the potential to address at least some of the need for more work release opportunities. The Act directs NDCS to develop a strategic plan for the program and procedures to accept private bids by July 1, 2026. In the meantime, the Legislature allocated $1 million each year for the program beginning in FY2024-25. NDCS said it would require three new staff positions costing an estimated $266,628 to administer, leaving $733,000 each year for the program itself. The bill also allows NDCS to assess an annual fee of no more than $1,000 on each transitional (reentry) housing facility in the state to help fund this program, and establishes a state Reentry Housing Fund to include these fees as well as any grants, federal funds, and other money NDCS receives for administering the program.

## OTHER REENTRY AREAS

### Vocational and Life Skills Program

The Vocational and Life Skills (VLS) Program was created by the Legislature in 2014 to provide funding for community-based vocational and life skills training for people in the criminal justice system. The program is overseen by NDCS, in consultation with the Board of Parole. The core component of VLS comes in the form of grants to community-based organizations and other entities.

Earlier this year, NDCS provided grants to numerous organizations for the next two fiscal years. These grants were aimed at three different categories of need, including services inside and outside correctional facilities.

There is a requirement in state law that the NDCS reentry program administrator issue quarterly reports on the Vocational and Life Skills program. These reports are to include data on the number of people who receive programming, the types and costs of the programs, and how many people have successfully completed their programming.[40] The last report provided to the Legislature covered the last quarter of 2023.

[40] Neb. Rev. Stat. § 83-904.

| Supplemental Housing | Annual Grant |
|---|---|
| BAMB | $164,250 |
| Care Corps/Life House | $65,700 |
| Chain Breaker | $262,800 |
| Connecting Links | $492,750 |
| Crossroads Center | $164,250 |
| Fresh Start | $164,250 |
| Kearney's Village | $164,250 |
| Curtis Center/People's City Mission | $164,250 |
| QUEENS Butterfly House | $164,250 |
| 50th Street Landing | $262,800 |
| Western Alternative Corrections (Bristol Station) | $164,250 |

| Supplemental Services | Annual Grant |
|---|---|
| ReConnect, Inc | $56,221 |
| Persevere | $650,783 |
| Metro Community College | $605,871 |
| Mental Health Association | $752,913 |
| Community Alliance Rehab Services | $535,714 |
| Community Justice Center | $164,696 |

| Pre-Apprenticeship | Annual Grant |
|---|---|
| Metro Community College | $400,000 |
| Ybor | $100,000 |

*Table 3. Vocational and Life Skills grant award amounts. Source: NDCS.*

## Transitional/Reentry Housing

One focus of the Reentry Continuity Advisory Board has been on how to regulate and oversee transitional facilities. The Inspector General is a member of a sub-committee focused on this work, which has been assisted by the previous efforts of the Coordinated Re-Entry Initiative (CRI). CRI has worked in the past with key stakeholders to develop suggested standards and other recommendations related to transitional housing in Nebraska, as well as a housing inventory and transitional housing database.

There are dozens of privately owned transitional housing facilities operating in communities across Nebraska, and some of these facilities receive a significant amount of state funds. However, they have lacked regulation and oversight, something that has been raised by the OIG in the past including in a 2022 memo to the members of the Judiciary Committee. In that memo, the OIG raised concerns about transitional housing and encouraged the committee to consider passing legislation to make improvements in these areas. The advisory board is in the process of tackling this important area of concern.

# State of Nebraska Agency Vacancy Report

June 30, 2025

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 |
|---|---|---|---|---|---|---|---|---|
| 04600009 | K09152 | Process Improvement Coordinator II | Full time | 9/30/2024 | $27.75 | $57,713.76 | $30.92 | $64,303.20 |
| 04600014 | V66910 | Corr Programs Coordinator | Full time | 10/14/2019 | $44.77 | $93,117.44 | $35.12 | $54,788.76 |
| 04600039 | V82330 | Safety Coordinator | Full time | 5/28/2025 | $26.74 | $55,627.52 | $31.81 | $66,158.56 |
| 04600082 | V09012 | Administrative Programs Officer II | Full time | 5/27/2025 | $23.14 | $48,131.20 | $27.32 | $56,821.44 |
| 04600101 | K66114 | Corrections Lieutenant | Full time | 6/25/2025 | $36.60 | $76,132.16 | $41.60 | $86,528.00 |
| 04600119 | A19011 | Accountant I | Full time | 6/27/2025 | $17.56 | $36,526.88 | $17.56 | $36,526.88 |
| 04600302 | D75350 | Nurse Practitioner | Full time | 1/4/2019 | $53.60 | $111,496.32 | $120.19 | $249,999.36 |
| 04600303 | N75420 | Physician | Full time | 12/18/2024 | | | $117.82 | $245,067.68 |
| 04600317 | H75014 | Registered Nurse | Full time | 6/13/2025 | $34.83 | $72,436.00 | $50.00 | $93,600.00 |
| 04600324 | I75012 | Staff Care Technician II | Full time | 6/5/2025 | $20.14 | $41,895.36 | $25.00 | $52,000.00 |
| 04600328 | H75014 | Registered Nurse | Full time | 2/10/2025 | $34.83 | $72,436.00 | $50.00 | $104,000.00 |
| 04600330 | D75410 | Physician Assistant | Full time | 6/28/2022 | $53.60 | $111,496.32 | $31.23 | $64,952.16 |
| 04600335 | I74250 | Optometric Aide | Part time | 6/8/2022 | $16.71 | $34,752.64 | $15.60 | $16,224.00 |
| 04600345 | I74250 | Optometric Aide | Full time | 6/28/2025 | $16.71 | $34,752.64 | $21.86 | $45,462.56 |
| 04600350 | D75350 | Nurse Practitioner | Full time | 3/26/2025 | $53.60 | $111,496.32 | $19.80 | $41,184.00 |
| 04600362 | H75014 | Registered Nurse | Full time | 6/25/2025 | $34.83 | $72,436.00 | $41.25 | $64,345.32 |
| 04600363 | V75015 | Administrative Nurse | Full time | 5/19/2025 | $37.00 | $76,966.24 | $55.00 | $114,400.00 |
| 04600365 | I75013 | Licensed Practical Nurse | Full time | 4/23/2025 | $25.06 | $52,126.88 | $31.23 | $64,952.16 |
| 04600376 | D75410 | Physician Assistant | Full time | 3/26/2025 | $53.60 | $111,496.32 | $68.15 | $141,749.92 |
| 04600402 | D74150 | Dentist | Full time | 5/29/2025 | $54.99 | $114,370.88 | $54.38 | $56,559.36 |
| 04600407 | I74110 | Dental Assistant | Full time | 3/18/2025 | $17.65 | $36,701.60 | $18.55 | $38,573.60 |
| 04600409 | H74130 | Dental Hygienist | Full time | 5/29/2025 | $26.47 | $55,053.44 | $38.92 | $80,961.92 |
| 04600416 | D74150 | Dentist | Full time | 5/29/2025 | $54.99 | $114,370.88 | $58.92 | $122,561.92 |
| 04600509 | V72460 | Clinical Program Manager | Full time | 12/3/2024 | $34.33 | $71,398.08 | $39.44 | $82,041.44 |

# State of Nebraska Agency Vacancy Report

June 30, 2025

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 |
|---|---|---|---|---|---|---|---|---|
| 04600512 | H72551 | Behavioral Health Practitioner I | Full time | 12/2/2024 | $24.13 | $50,198.72 | $43.66 | $90,814.88 |
| 04600522 | H72554 | Behavioral Health Practitioner IV | Full time | 8/28/2023 | $32.72 | $68,051.36 | $32.08 | $66,716.00 |
| 04600524 | N74823 | Psychologist/Licensed | Full time | 3/17/2025 | | | $42.43 | $88,260.64 |
| 04600528 | N74823 | Psychologist/Licensed | Full time | 7/16/2019 | | | $47.19 | $98,159.36 |
| 04600529 | H72552 | Behavioral Health Practitioner II | Full time | 11/13/2019 | $28.31 | $58,888.96 | $15.86 | $32,990.88 |
| 04600530 | H72552 | Behavioral Health Practitioner II | Full time | 11/4/2024 | $28.31 | $58,888.96 | $36.06 | $75,000.64 |
| 04600531 | N74823 | Psychologist/Licensed | Full time | 10/16/2017 | | | $46.13 | $95,952.48 |
| 04600546 | H72551 | Behavioral Health Practitioner I | Part time | 7/7/2023 | $24.13 | $50,198.72 | $32.72 | $34,028.80 |
| 04600560 | N74823 | Psychologist/Licensed | Full time | 3/17/2025 | | | $59.79 | $124,371.52 |
| 04600562 | C72342 | Certified Master Social Worker | Full time | 9/27/2021 | $28.99 | $60,299.20 | $23.71 | $49,312.64 |
| 04600565 | N74823 | Psychologist/Licensed | Full time | 2/5/2020 | | | $41.81 | $86,956.48 |
| 04600569 | N74823 | Psychologist/Licensed | Full time | 12/13/2023 | | | $56.95 | $118,449.01 |
| 04600580 | V72555 | Behavioral Health Practitioner Supervisor I | Full time | 5/1/2024 | $30.15 | $62,703.68 | $32.45 | $67,498.08 |
| 04600900 | N74823 | Psychologist/Licensed | Full time | 3/12/2025 | | | $45.67 | $94,999.84 |
| 04601799 | M84631 | Corr Industries Shop Operator | Full time | 6/2/2025 | $21.91 | $45,579.04 | $32.46 | $67,523.04 |
| 04601801 | E55011 | Engineer | Full time | 10/18/2023 | $30.58 | $63,600.16 | $29.98 | $62,352.16 |
| 04601807 | A19011 | Accountant I | Full time | 7/2/2025 | $17.56 | $36,526.88 | $23.67 | $49,233.60 |
| 04601817 | M84631 | Corr Industries Shop Operator | Full time | 11/19/2024 | $21.91 | $45,579.04 | $30.43 | $63,294.40 |
| 04601842 | A19012 | Accountant II | Full time | 6/3/2025 | $24.30 | $50,539.84 | $25.79 | $53,647.36 |
| 04601902 | V84632 | Csi Shop Operations Manager | Full time | 3/10/2025 | $27.63 | $57,464.16 | $34.72 | $72,217.60 |
| 04602107 | S05712 | Corr Canteen Operator | Full time | 6/2/2025 | $15.78 | $32,814.08 | $17.54 | $36,483.20 |
| 04602344 | M79121 | Corr Laundry Operator | Full time | 6/30/2025 | $19.17 | $39,867.36 | $29.39 | $61,137.44 |
| 04602438 | P66112 | Corrections Corporal | Full time | 6/13/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04602528 | V66442 | Corrections Unit Case Manager | Full time | 6/14/2025 | $31.33 | $65,160.16 | $35.60 | $74,050.08 |

# State of Nebraska Agency Vacancy Report

June 30, 2025

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 |
|---|---|---|---|---|---|---|---|---|
| 04602532 | V66442 | Corrections Unit Case Manager | Full time | 7/3/2025 | $31.33 | $65,160.16 | $32.89 | $68,419.52 |
| 04602561 | P66441 | Corrections Unit Caseworker | Full time | 1/29/2024 | $29.71 | $61,796.80 | $31.93 | $66,414.40 |
| 04602562 | P66441 | Corrections Unit Caseworker | Full time | 6/18/2025 | $29.71 | $61,796.80 | $36.07 | $75,025.60 |
| 04602563 | P66441 | Corrections Unit Caseworker | Full time | 12/18/2023 | $29.71 | $61,796.80 | $28.84 | $59,987.20 |
| 04602570 | P66441 | Corrections Unit Caseworker | Full time | 7/29/2024 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04602572 | P66112 | Corrections Corporal | Full time | 6/5/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04602601 | V80230 | Food Service Manager | Full time | 6/16/2025 | $21.24 | $44,168.80 | $28.92 | $60,151.52 |
| 04602602 | V80230 | Food Service Manager | Full time | 6/16/2025 | $21.24 | $44,168.80 | $29.97 | $62,333.44 |
| 04602700 | P66112 | Corrections Corporal | Full time | 7/13/2024 | $29.71 | $61,796.80 | $31.83 | $66,206.40 |
| 04602711 | P66112 | Corrections Corporal | Full time | 6/11/2025 | $29.71 | $61,796.80 | $36.07 | $75,025.60 |
| 04602803 | P66112 | Corrections Corporal | Full time | 6/2/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04603503 | M84012 | Maintenance Specialist I | Full time | 6/23/2025 | $21.36 | $44,418.40 | $31.48 | $65,478.40 |
| 04603741 | P66112 | Corrections Corporal | Full time | 5/5/2025 | $29.71 | $61,796.80 | $30.77 | $64,001.60 |
| 04603769 | P66112 | Corrections Corporal | Full time | 5/30/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04603825 | P66441 | Corrections Unit Caseworker | Full time | 4/7/2025 | $29.71 | $61,796.80 | $31.83 | $66,206.40 |
| 04603865 | P66441 | Corrections Unit Caseworker | Full time | 6/17/2025 | $29.71 | $61,796.80 | $31.83 | $66,206.40 |
| 04603906 | H77043 | Recreation Specialist | Full time | 8/5/2023 | $21.91 | $45,568.64 | $21.48 | $44,676.32 |
| 04603909 | H77043 | Recreation Specialist | Full time | 6/26/2025 | $21.91 | $45,568.64 | $22.57 | $46,949.76 |
| 04603978 | M80012 | Food Service Worker | Full time | 4/22/2024 | $16.58 | $34,484.32 | $20.85 | $43,357.60 |
| 04603980 | M80012 | Food Service Worker | Full time | 5/15/2025 | $16.58 | $34,484.32 | $26.43 | $54,976.48 |
| 04604001 | N74823 | Psychologist/Licensed | Full time | 3/17/2025 | | | $56.95 | $71,070.69 |
| 04604320 | V66114 | Corrections Lieutenant | Full time | 6/16/2025 | $36.60 | $76,132.16 | $41.19 | $85,668.96 |
| 04604335 | P66112 | Corrections Corporal | Full time | 6/4/2025 | $29.71 | $61,796.80 | $31.83 | $66,206.40 |
| 04604368 | P66112 | Corrections Corporal | Full time | 6/2/2025 | $29.71 | $61,796.80 | $32.89 | $68,411.20 |

# State of Nebraska Agency Vacancy Report

June 30, 2025

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 |
|---|---|---|---|---|---|---|---|---|
| 04604376 | P66112 | Corrections Corporal | Full time | 6/9/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04604401 | P66112 | Corrections Corporal | Full time | 6/13/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04604502 | H72554 | Behavioral Health Practitioner IV | Full time | 9/1/2022 | $32.72 | $68,051.36 | $44.59 | $92,738.88 |
| 04604700 | S01011 | Office Technician | Full time | 5/1/2025 | $13.11 | $27,266.72 | $20.90 | $43,469.92 |
| 04604706 | P66112 | Corrections Corporal | Full time | 6/27/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04605008 | S05712 | Corr Canteen Operator | Part time | 6/4/2025 | $15.78 | $32,814.08 | $17.54 | $18,241.60 |
| 04605112 | P66112 | Corrections Corporal | Full time | 7/3/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04605178 | P66441 | Corrections Unit Caseworker | Full time | 5/9/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04605224 | P66441 | Corrections Unit Caseworker | Full time | 6/2/2025 | $29.71 | $61,796.80 | $36.07 | $75,025.60 |
| 04605226 | P66441 | Corrections Unit Caseworker | Full time | 5/9/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04605231 | P66441 | Corrections Unit Caseworker | Full time | 6/20/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04605234 | P66441 | Corrections Unit Caseworker | Full time | 4/24/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04605302 | H72552 | Behavioral Health Practitioner II | Full time | 7/15/2024 | $28.31 | $58,888.96 | $29.74 | $61,863.36 |
| 04605304 | H72552 | Behavioral Health Practitioner II | Full time | 5/19/2025 | $28.31 | $58,888.96 | $23.66 | $49,214.88 |
| 04608842 | P66112 | Corrections Corporal | Full time | 6/6/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04608891 | H72551 | Behavioral Health Practitioner I | Full time | 8/12/2024 | $24.13 | $50,198.72 | $30.66 | $63,768.64 |
| 04608893 | H72552 | Behavioral Health Practitioner II | Full time | 3/16/2024 | $28.31 | $58,888.96 | $30.97 | $64,411.36 |
| 04608897 | H72552 | Behavioral Health Practitioner II | Full time | 4/8/2024 | $28.31 | $58,888.96 | $29.00 | $60,320.00 |
| 04608908 | H72552 | Behavioral Health Practitioner II | Full time | 7/19/2021 | $28.31 | $58,888.96 | $22.47 | $46,741.76 |
| 04608953 | V72555 | Behavioral Health Practitioner Supervisor I | Full time | 9/21/2024 | $30.15 | $62,703.68 | $34.26 | $71,260.80 |
| 04608956 | H72552 | Behavioral Health Practitioner II | Full time | 12/15/2022 | $28.31 | $58,888.96 | $27.24 | $56,650.88 |
| 04608958 | H72552 | Behavioral Health Practitioner II | Full time | 12/24/2022 | $28.31 | $58,888.96 | $28.34 | $58,951.36 |
| 04608960 | H72551 | Behavioral Health Practitioner I | Full time | 6/25/2025 | $24.13 | $50,198.72 | $22.53 | $46,870.72 |
| 04608961 | H72551 | Behavioral Health Practitioner I | Full time | 3/6/2023 | $24.13 | $50,198.72 | $26.70 | $55,533.92 |

# State of Nebraska Agency Vacancy Report

June 30, 2025

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 |
|---|---|---|---|---|---|---|---|---|
| 04608969 | P66113 | Corrections Sergeant | Full time | 6/2/2025 | $33.95 | $70,616.00 | $38.19 | $79,435.20 |
| 04609103 | N74212 | Psychiatrist/Clinical | Full time | 3/25/2025 | | | $110.66 | $230,176.96 |
| 04609353 | K66114 | Corrections Lieutenant | Full time | 6/6/2025 | $36.60 | $76,132.16 | $39.59 | $82,338.88 |
| 04609400 | P66112 | Corrections Corporal | Full time | 3/24/2025 | $29.71 | $61,796.80 | $33.95 | $70,616.00 |
| 04609702 | P66112 | Corrections Corporal | Full time | 6/30/2025 | $29.71 | $61,796.80 | $35.01 | $72,820.80 |
| 04609711 | C66010 | Parole Officer | Full time | 6/4/2025 | $27.90 | $58,025.76 | $27.90 | $58,025.76 |
| 04612083 | V80311 | Food Service Director I | Full time | 9/18/2024 | $24.54 | $51,045.28 | $29.48 | $61,314.24 |
| 04612086 | M80012 | Food Service Worker | Full time | 11/7/2024 | $16.58 | $34,484.32 | $26.31 | $54,724.80 |
| 04612088 | M80012 | Food Service Worker | Full time | 4/11/2025 | $16.58 | $34,484.32 | $20.84 | $43,353.44 |
| 04612093 | V80230 | Food Service Manager | Full time | 5/20/2025 | $21.24 | $44,168.80 | $24.13 | $50,194.56 |
| 04612323 | M84012 | Maintenance Specialist I | Full time | 6/28/2025 | $21.36 | $44,418.40 | $33.07 | $68,791.84 |
| 04612507 | V66115 | Corrections Captain | Full time | 6/23/2025 | $38.43 | $79,938.56 | $43.67 | $90,841.92 |
| 04612514 | V66114 | Corrections Lieutenant | Full time | 6/18/2025 | $36.60 | $76,132.16 | $41.60 | $86,528.00 |
| 04612519 | V66114 | Corrections Lieutenant | Full time | 6/16/2025 | $36.60 | $76,132.16 | $41.60 | $86,528.00 |
| 04612530 | P66113 | Corrections Sergeant | Full time | 5/5/2025 | $33.95 | $70,616.00 | $33.95 | $70,616.00 |
| 04612570 | P66112 | Corrections Corporal | Full time | 6/2/2025 | $29.71 | $61,796.80 | $32.89 | $68,411.20 |
| 04612613 | P66112 | Corrections Corporal | Full time | 6/13/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04612638 | P66441 | Corrections Unit Caseworker | Full time | 4/7/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04612640 | P66441 | Corrections Unit Caseworker | Full time | 4/7/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04612643 | P66441 | Corrections Unit Caseworker | Full time | 6/6/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04612644 | P66112 | Corrections Corporal | Full time | 9/6/2024 | $29.71 | $61,796.80 | $32.89 | $68,411.20 |
| 04612647 | P66441 | Corrections Unit Caseworker | Full time | 7/2/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04612648 | P66112 | Corrections Corporal | Full time | 8/12/2024 | $29.71 | $61,796.80 | $32.89 | $68,411.20 |
| 04612682 | P66112 | Corrections Corporal | Full time | 5/5/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |

# State of Nebraska Agency Vacancy Report

June 30, 2025

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 |
|---|---|---|---|---|---|---|---|---|
| 04612685 | P66112 | Corrections Corporal | Full time | 6/21/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04612743 | P66112 | Corrections Corporal | Full time | 6/12/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04612797 | P66112 | Corrections Corporal | Full time | 6/6/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04612909 | P66441 | Corrections Unit Caseworker | Full time | 5/13/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04613081 | V66442 | Corrections Unit Case Manager | Full time | 5/5/2025 | $31.33 | $65,160.16 | $30.76 | $63,970.40 |
| 04613171 | V66442 | Corrections Unit Case Manager | Full time | 4/30/2025 | $31.33 | $65,160.16 | $37.44 | $77,881.44 |
| 04613182 | V66443 | Corrections Unit Manager | Full time | 6/26/2025 | $34.27 | $71,285.76 | $38.24 | $79,541.28 |
| 04613207 | S01011 | Office Technician | Full time | 5/6/2024 | $13.11 | $27,266.72 | $12.85 | $26,732.16 |
| 04613218 | H77043 | Recreation Specialist | Full time | 4/1/2025 | $21.91 | $45,568.64 | $24.44 | $50,839.36 |
| 04613279 | P66441 | Corrections Unit Caseworker | Full time | 6/7/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04613294 | P66112 | Corrections Corporal | Full time | 7/2/2025 | $29.71 | $61,796.80 | $33.95 | $70,616.00 |
| 04614072 | K01011 | Office Technician | Full time | 4/23/2025 | $13.11 | $27,266.72 | $20.46 | $42,565.12 |
| 04614081 | S05712 | Corr Canteen Operator | Full time | 8/11/2023 | $15.78 | $32,814.08 | $15.47 | $32,171.36 |
| 04614082 | S05712 | Corr Canteen Operator | Full time | 10/7/2024 | $15.78 | $32,814.08 | $25.15 | $52,314.08 |
| 04614112 | S01012 | Office Specialist | Full time | 6/28/2025 | $16.28 | $33,856.16 | $16.28 | $33,856.16 |
| 04614313 | S01011 | Office Technician | Full time | 8/12/2024 | $13.11 | $27,266.72 | $13.11 | $27,266.72 |
| 04615119 | M84012 | Maintenance Specialist I | Full time | 2/12/2024 | $21.36 | $44,418.40 | $25.80 | $53,668.16 |
| 04615311 | M84012 | Maintenance Specialist I | Full time | 6/16/2025 | $21.36 | $44,418.40 | $31.77 | $66,071.20 |
| 04615317 | M84230 | Plumber | Full time | 6/16/2025 | $22.96 | $47,748.48 | $30.03 | $62,464.48 |
| 04615321 | M84012 | Maintenance Specialist I | Full time | 6/3/2024 | $21.36 | $44,418.40 | $31.48 | $65,478.40 |
| 04615326 | M84210 | Electrician | Full time | 6/16/2025 | $22.96 | $47,748.48 | $26.74 | $55,617.12 |
| 04615511 | P66112 | Corrections Corporal | Full time | 4/30/2025 | $29.71 | $61,796.80 | $36.07 | $75,025.60 |
| 04650002 | K01012 | Office Specialist | Full time | 5/13/2025 | $16.28 | $33,856.16 | $25.95 | $53,973.92 |
| 04650026 | M80012 | Food Service Worker | Full time | 4/7/2025 | $16.58 | $34,484.32 | $22.35 | $46,479.68 |

# State of Nebraska Agency Vacancy Report

June 30, 2025

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 |
|---|---|---|---|---|---|---|---|---|
| 04650027 | M80012 | Food Service Worker | Full time | 5/5/2025 | $16.58 | $34,484.32 | $25.66 | $53,376.96 |
| 04650032 | H75014 | Registered Nurse | Full time | 6/25/2025 | $34.83 | $72,436.00 | $49.33 | $102,612.64 |
| 04650052 | H72552 | Behavioral Health Practitioner II | Full time | 9/8/2021 | $28.31 | $58,888.96 | $22.47 | $46,741.76 |
| 04650055 | H72552 | Behavioral Health Practitioner II | Full time | 4/10/2021 | $28.31 | $58,888.96 | $19.29 | $40,129.44 |
| 04660021 | K01011 | Office Technician | Full time | 4/7/2025 | $13.11 | $27,266.72 | $14.18 | $29,490.24 |
| 04660080 | S05712 | Corr Canteen Operator | Full time | 8/19/2023 | $15.78 | $32,814.08 | $24.42 | $50,791.52 |
| 04661010 | M84230 | Plumber | Full time | 9/23/2024 | $22.96 | $47,748.48 | $27.73 | $57,684.64 |
| 04661012 | M84210 | Electrician | Full time | 5/1/2025 | $22.96 | $47,748.48 | $31.25 | $65,002.08 |
| 04661051 | H72553 | Behavioral Health Practitioner III | Full time | 5/19/2025 | $30.44 | $63,304.80 | $36.89 | $76,731.20 |
| 04661055 | H72552 | Behavioral Health Practitioner II | Full time | 9/13/2021 | $28.31 | $58,888.96 | $25.46 | $52,950.56 |
| 04662011 | H72551 | Behavioral Health Practitioner I | Full time | 9/24/2021 | $24.13 | $50,198.72 | $19.16 | $39,842.40 |
| 04662012 | H72552 | Behavioral Health Practitioner II | Full time | 3/27/2023 | $28.31 | $58,888.96 | $27.24 | $56,650.88 |
| 04662013 | H72551 | Behavioral Health Practitioner I | Full time | 10/9/2021 | $24.13 | $50,198.72 | $19.16 | $39,842.40 |
| 04662015 | H72551 | Behavioral Health Practitioner I | Full time | 6/3/2024 | $24.13 | $50,198.72 | $33.05 | $68,737.76 |
| 04662016 | S01013 | Administrative Technician | Full time | 8/6/2022 | $17.50 | $36,395.84 | $27.50 | $57,189.60 |
| 04664010 | P66113 | Corrections Sergeant | Full time | 7/7/2025 | $33.95 | $70,616.00 | $38.19 | $79,435.20 |
| 04664014 | P66113 | Corrections Sergeant | Full time | 7/7/2025 | $33.95 | $70,616.00 | $33.95 | $70,616.00 |
| 04664044 | P66112 | Corrections Corporal | Full time | 6/1/2025 | $29.71 | $61,796.80 | $32.89 | $68,411.20 |
| 04664045 | P66112 | Corrections Corporal | Full time | 5/18/2025 | $29.71 | $61,796.80 | $33.95 | $70,616.00 |
| 04664053 | P66112 | Corrections Corporal | Full time | 5/5/2025 | $29.71 | $61,796.80 | $36.07 | $75,025.60 |
| 04664066 | P66112 | Corrections Corporal | Full time | 6/3/2025 | $29.71 | $61,796.80 | $36.07 | $75,025.60 |
| 04664083 | P66112 | Corrections Corporal | Full time | 4/7/2025 | $29.71 | $61,796.80 | $33.95 | $70,616.00 |
| 04664091 | P66112 | Corrections Corporal | Full time | 4/7/2025 | $29.71 | $61,796.80 | $35.01 | $72,820.80 |
| 04664124 | P66112 | Corrections Corporal | Full time | 3/10/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |

# State of Nebraska Agency Vacancy Report

June 30, 2025

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 |
|---|---|---|---|---|---|---|---|---|
| 04664127 | P66112 | Corrections Corporal | Full time | 5/1/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04664132 | P66112 | Corrections Corporal | Full time | 3/6/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04664138 | P66112 | Corrections Corporal | Full time | 5/6/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04664142 | P66112 | Corrections Corporal | Full time | 6/5/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04664145 | P66112 | Corrections Corporal | Full time | 12/30/2024 | $29.71 | $61,796.80 | $36.07 | $75,025.60 |
| 04664152 | P66112 | Corrections Corporal | Full time | 5/8/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04664153 | G66590 | Corrections Security Administrator | Full time | 6/30/2025 | $44.77 | $93,117.44 | $64.97 | $135,127.20 |
| 04664169 | P66112 | Corrections Corporal | Full time | 10/10/2024 | $29.71 | $61,796.80 | $30.77 | $64,001.60 |
| 04664170 | P66112 | Corrections Corporal | Full time | 9/23/2024 | $29.71 | $61,796.80 | $30.77 | $64,001.60 |
| 04664171 | P66112 | Corrections Corporal | Full time | 3/18/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04664182 | K75015 | Administrative Nurse | Full time | 4/22/2025 | $37.00 | $76,966.24 | $46.94 | $58,584.86 |
| 04664191 | H75014 | Registered Nurse | Full time | 4/29/2025 | $34.83 | $72,436.00 | $42.12 | $87,601.28 |
| 04664196 | P66112 | Corrections Corporal | Full time | 5/24/2025 | $29.71 | $61,796.80 | $31.83 | $66,206.40 |
| 04664205 | H75014 | Registered Nurse | Full time | 4/29/2025 | $34.83 | $72,436.00 | $45.11 | $84,440.30 |
| 04664215 | P66112 | Corrections Corporal | Full time | 6/30/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04664217 | I75013 | Licensed Practical Nurse | Full time | 5/1/2025 | $25.06 | $52,126.88 | $15.87 | $33,001.28 |
| 04664234 | P66112 | Corrections Corporal | Full time | 2/25/2024 | $29.71 | $61,796.80 | $28.84 | $59,987.20 |
| 04664247 | P66112 | Corrections Corporal | Full time | 6/4/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04664253 | P66112 | Corrections Corporal | Full time | 4/10/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04664310 | P66112 | Corrections Corporal | Full time | 5/1/2025 | $29.71 | $61,796.80 | $31.83 | $66,206.40 |
| 04664316 | P66112 | Corrections Corporal | Full time | 5/9/2025 | $29.71 | $61,796.80 | $30.77 | $64,001.60 |
| 04665006 | V66443 | Corrections Unit Manager | Full time | 5/5/2025 | $34.27 | $71,285.76 | $38.95 | $81,009.76 |
| 04665025 | P66112 | Corrections Corporal | Full time | 6/1/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04665026 | P66112 | Corrections Corporal | Full time | 6/2/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |

# State of Nebraska Agency Vacancy Report

June 30, 2025

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 |
|---|---|---|---|---|---|---|---|---|
| 04665028 | P66112 | Corrections Corporal | Full time | 6/17/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04665038 | P66112 | Corrections Corporal | Full time | 5/20/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04665039 | P66441 | Corrections Unit Caseworker | Full time | 5/21/2025 | $29.71 | $61,796.80 | $36.76 | $76,462.88 |
| 04665048 | P66441 | Corrections Unit Caseworker | Full time | 6/1/2025 | $29.71 | $61,796.80 | $33.95 | $70,616.00 |
| 04665057 | P66441 | Corrections Unit Caseworker | Full time | 4/7/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04666011 | M80012 | Food Service Worker | Full time | 10/17/2024 | $16.58 | $34,484.32 | $19.06 | $39,638.56 |
| 04666012 | M80012 | Food Service Worker | Full time | 9/14/2024 | $16.58 | $34,484.32 | $25.41 | $52,848.64 |
| 04666014 | M80012 | Food Service Worker | Full time | 1/3/2025 | $16.58 | $34,484.32 | $16.58 | $34,484.32 |
| 04666017 | M80012 | Food Service Worker | Full time | 4/25/2025 | $16.58 | $34,484.32 | $19.06 | $39,638.56 |
| 04680008 | V66220 | Corrections Program Manager | Full time | 6/2/2025 | $25.63 | $53,300.00 | $28.27 | $58,797.44 |
| 04680018 | T11360 | Teacher (SCATA Contract) | Full time | 7/1/2021 | $20.10 | $41,801.76 | $39.04 | $81,205.28 |
| 04690000 | N66800 | Corrections Warden | Full time | 9/14/2024 | | | $49.08 | $102,082.24 |
| 04694310 | P66112 | Corrections Corporal | Full time | 7/7/2025 | $29.71 | $61,796.80 | $35.01 | $72,820.80 |
| 04694312 | P66441 | Corrections Unit Caseworker | Full time | 5/7/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 04694532 | P66441 | Corrections Unit Caseworker | Full time | 10/21/2024 | $29.71 | $61,796.80 | $31.83 | $66,206.40 |
| 04696001 | H72552 | Behavioral Health Practitioner II | Full time | 12/31/2020 | $28.31 | $58,888.96 | $19.21 | $39,956.80 |
| 04696020 | N74823 | Psychologist/Licensed | Full time | 3/30/2020 | | | $47.19 | $98,159.36 |
| 04696022 | V72460 | Clinical Program Manager | Full time | 12/3/2024 | $34.33 | $71,398.08 | $38.83 | $80,762.24 |
| 04696027 | H72552 | Behavioral Health Practitioner II | Full time | 4/13/2020 | $28.31 | $58,888.96 | $20.15 | $41,901.60 |
| 04696028 | H72551 | Behavioral Health Practitioner I | Full time | 12/12/2024 | $24.13 | $50,198.72 | $29.00 | $60,320.00 |
| 04696030 | H72552 | Behavioral Health Practitioner II | Full time | 3/26/2022 | $28.31 | $58,888.96 | $26.97 | $56,089.28 |
| 60000141 | D75410 | Physician Assistant | Full time | 6/17/2025 | $53.60 | $111,496.32 | $59.73 | $124,228.00 |
| 60000276 | P66441 | Corrections Unit Caseworker | Full time | 5/19/2025 | $29.71 | $61,796.80 | $36.07 | $75,025.60 |
| 60000457 | M80012 | Food Service Worker | Full time | 5/5/2025 | $16.58 | $34,484.32 | $19.06 | $39,638.56 |

# State of Nebraska Agency Vacancy Report

June 30, 2025

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 |
|---|---|---|---|---|---|---|---|---|
| 60000683 | V66443 | Corrections Unit Manager | Full time | 5/8/2025 | $34.27 | $71,285.76 | $37.07 | $77,097.28 |
| 60001264 | P66441 | Corrections Unit Caseworker | Full time | 2/24/2025 | $29.71 | $61,796.80 | $30.77 | $64,001.60 |
| 60001329 | T11360 | Teacher (SCATA Contract) | Full time | 10/9/2024 | $20.10 | $41,801.76 | $50.84 | $105,747.20 |
| 60001333 | V72343 | Certified Master Social Worker Supervisor | Full time | 6/14/2025 | $33.01 | $68,662.88 | $36.56 | $76,051.04 |
| 60001337 | H72551 | Behavioral Health Practitioner I | Full time | 7/7/2025 | $24.13 | $50,198.72 | $19.69 | $40,953.12 |
| 60001383 | V72555 | Behavioral Health Practitioner Supervisor I | Full time | 1/31/2022 | $30.15 | $62,703.68 | $30.15 | $62,707.84 |
| 60001392 | P66112 | Corrections Corporal | Full time | 6/30/2025 | $29.71 | $61,796.80 | $33.95 | $70,616.00 |
| 60001412 | K01014 | Administrative Specialist | Full time | 6/30/2025 | $18.81 | $39,126.88 | $23.77 | $49,431.20 |
| 60001669 | V84632 | Csi Shop Operations Manager | Full time | 6/17/2025 | $27.63 | $57,464.16 | $29.01 | $60,338.72 |
| 60001673 | M84631 | Corr Industries Shop Operator | Full time | 5/19/2025 | $21.91 | $45,579.04 | $24.50 | $50,960.00 |
| 60001738 | P66112 | Corrections Corporal | Full time | 6/6/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 60001742 | P66113 | Corrections Sergeant | Full time | 7/7/2025 | $33.95 | $70,616.00 | $39.25 | $81,640.00 |
| 60001745 | S05012 | Supply Technician II | Full time | 5/31/2025 | $14.68 | $30,524.00 | $23.86 | $49,635.04 |
| 60001760 | P66441 | Corrections Unit Caseworker | Full time | 5/9/2025 | $29.71 | $61,796.80 | $33.95 | $70,616.00 |
| 60001761 | P66441 | Corrections Unit Caseworker | Full time | 5/9/2025 | $29.71 | $61,796.80 | $31.83 | $66,206.40 |
| 60001870 | A09621 | Corr Industries Sales Representative | Full time | 4/1/2023 | $21.91 | $45,579.04 | $20.67 | $42,983.20 |
| 60004190 | H77043 | Recreation Specialist | Full time | 7/7/2021 | $21.91 | $45,568.64 | $18.64 | $38,779.52 |
| 60004930 | P66112 | Corrections Corporal | Full time | 7/3/2025 | $29.71 | $61,796.80 | $33.95 | $70,616.00 |
| 60004933 | H72552 | Behavioral Health Practitioner II | Part time | 7/2/2020 | $28.31 | $58,888.96 | $22.54 | $46,874.88 |
| 60005061 | N75420 | Physician | Full time | 5/30/2025 | | | $117.82 | $245,069.76 |
| 60005063 | M84550 | Facilities Management Systems Coordinator | Full time | 12/16/2023 | $29.26 | $60,867.04 | $40.64 | $84,533.28 |
| 60005064 | C72342 | Certified Master Social Worker | Full time | 6/7/2024 | $28.99 | $60,299.20 | $30.47 | $31,689.84 |
| 60005065 | C72342 | Certified Master Social Worker | Full time | 3/11/2025 | $28.99 | $60,299.20 | $30.78 | $64,014.08 |
| 60005415 | H72552 | Behavioral Health Practitioner II | Full time | 6/9/2022 | $28.31 | $58,888.96 | $22.99 | $47,812.96 |

# State of Nebraska Agency Vacancy Report

June 30, 2025

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 |
|---|---|---|---|---|---|---|---|---|
| 60006721 | C72342 | Certified Master Social Worker | Full time | 3/11/2025 | $28.99 | $60,299.20 | $30.47 | $63,375.52 |
| 60006858 | H72554 | Behavioral Health Practitioner IV | Full time | 2/27/2022 | $32.72 | $68,051.36 | $31.16 | $64,816.96 |
| 60006861 | H72552 | Behavioral Health Practitioner II | Full time | 12/14/2024 | $28.31 | $58,888.96 | $36.89 | $76,731.20 |
| 60006863 | H72552 | Behavioral Health Practitioner II | Full time | 9/25/2023 | $28.31 | $58,888.96 | $23.66 | $49,214.88 |
| 60006864 | H72552 | Behavioral Health Practitioner II | Full time | 7/12/2024 | $28.31 | $58,888.96 | $34.39 | $71,522.88 |
| 60006865 | H72552 | Behavioral Health Practitioner II | Full time | 5/25/2020 | $28.31 | $58,888.96 | $23.66 | $49,216.96 |
| 60006866 | H72551 | Behavioral Health Practitioner I | Full time | 3/15/2024 | $24.13 | $50,198.72 | $29.00 | $60,320.00 |
| 60006867 | H72552 | Behavioral Health Practitioner II | Full time | 1/16/2024 | $28.31 | $58,888.96 | $30.66 | $63,774.88 |
| 60008266 | P66441 | Corrections Unit Caseworker | Full time | 4/7/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 60008304 | P66112 | Corrections Corporal | Full time | 2/3/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 60008381 | P66112 | Corrections Corporal | Full time | 2/10/2025 | $29.71 | $61,796.80 | $31.83 | $66,206.40 |
| 60008506 | V66115 | Corrections Captain | Full time | 5/12/2025 | $38.43 | $79,938.56 | $43.58 | $90,644.32 |
| 60009184 | N74823 | Psychologist/Licensed | Full time | 4/7/2025 | | | $59.79 | $124,371.52 |
| 60009185 | N74823 | Psychologist/Licensed | Full time | 5/16/2022 | | | $48.00 | $99,829.60 |
| 60009186 | N74823 | Psychologist/Licensed | Full time | 3/17/2025 | | | $59.45 | $123,657.19 |
| 60009481 | H72552 | Behavioral Health Practitioner II | Full time | 9/9/2023 | $28.31 | $58,888.96 | $32.08 | $66,716.00 |
| 60010112 | N74823 | Psychologist/Licensed | Full time | 5/16/2019 | | | $46.82 | $97,391.84 |
| 60010477 | P66112 | Corrections Corporal | Full time | 6/17/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 60010526 | N75420 | Physician | Full time | 4/17/2024 | | | $135.15 | $281,114.08 |
| 60010602 | M80012 | Food Service Worker | Full time | 12/1/2024 | $16.58 | $34,484.32 | $15.48 | $32,198.40 |
| 60010932 | I75013 | Licensed Practical Nurse | Full time | 4/23/2025 | $25.06 | $52,126.88 | $20.25 | $42,120.00 |
| 60011386 | P66112 | Corrections Corporal | Full time | 6/6/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 60011404 | N75420 | Physician | Full time | 6/22/2024 | | | $106.47 | $177,159.34 |
| 60011572 | P66113 | Corrections Sergeant | Full time | 6/30/2025 | $33.95 | $70,616.00 | $36.07 | $75,025.60 |

# State of Nebraska Agency Vacancy Report

June 30, 2025

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 |
|---|---|---|---|---|---|---|---|---|
| 60011598 | I75012 | Staff Care Technician II | Full time | 4/18/2025 | $20.14 | $41,895.36 | $21.62 | $44,965.44 |
| 60011642 | C72342 | Certified Master Social Worker | Full time | 9/30/2019 | $28.99 | $60,299.20 | $21.47 | $44,651.36 |
| 60011710 | H72554 | Behavioral Health Practitioner IV | Part time | 1/25/2025 | $32.72 | $68,051.36 | $36.89 | $38,365.60 |
| 60012411 | P66113 | Corrections Sergeant | Full time | 6/14/2025 | $33.95 | $70,616.00 | $37.13 | $77,230.40 |
| 60012423 | V66114 | Corrections Lieutenant | Full time | 4/29/2025 | $36.60 | $76,132.16 | $41.60 | $86,528.00 |
| 60012845 | P66112 | Corrections Corporal | Full time | 4/28/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 60012856 | P66113 | Corrections Sergeant | Full time | 5/6/2025 | $33.95 | $70,616.00 | $38.19 | $79,435.20 |
| 60013104 | P66112 | Corrections Corporal | Full time | 6/2/2025 | $29.71 | $61,796.80 | $31.83 | $66,206.40 |
| 60014703 | P66113 | Corrections Sergeant | Full time | 11/16/2024 | $33.95 | $70,616.00 | $37.13 | $77,230.40 |
| 60014878 | P66112 | Corrections Corporal | Full time | 2/24/2025 | $29.71 | $61,796.80 | $31.83 | $66,206.40 |
| 60015263 | C72332 | Social Worker II | Full time | 6/1/2024 | $23.34 | $48,536.80 | $23.57 | $49,027.68 |
| 60015302 | V66220 | Corrections Program Manager | Full time | 11/1/2021 | $25.63 | $53,300.00 | $34.58 | $71,922.24 |
| 60015430 | P66441 | Corrections Unit Caseworker | Full time | 6/6/2022 | $29.71 | $61,796.80 | $32.00 | $66,560.00 |
| 60015509 | P66112 | Corrections Corporal | Full time | 6/2/2025 | $29.71 | $61,796.80 | $31.83 | $66,206.40 |
| 60015528 | P66112 | Corrections Corporal | Full time | 6/11/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 60015552 | P66112 | Corrections Corporal | Full time | 6/6/2025 | $29.71 | $61,796.80 | $29.71 | $61,796.80 |
| 60015558 | I75013 | Licensed Practical Nurse | Full time | 6/16/2025 | $25.06 | $52,126.88 | $40.00 | $74,880.00 |
| 60015559 | I75013 | Licensed Practical Nurse | Full time | 6/28/2025 | $25.06 | $52,126.88 | $40.00 | $74,880.00 |
| 60015569 | H72552 | Behavioral Health Practitioner II | Full time | 11/12/2022 | $28.31 | $58,888.96 | $22.53 | $46,870.72 |
| 60015782 | V66012 | Parole Supervisor | Full time | 3/29/2025 | $29.29 | $60,927.36 | $32.31 | $67,208.96 |
| 60016205 | P66112 | Corrections Corporal | Full time | 2/24/2025 | $29.71 | $61,796.80 | $31.83 | $66,206.40 |
| 60016892 | C66010 | Parole Officer | Full time | 5/19/2025 | $27.90 | $58,025.76 | $27.90 | $58,025.76 |
| 60017354 | S01012 | Office Specialist | Full time | 5/19/2025 | $16.28 | $33,856.16 | $21.51 | $44,734.56 |
| 60017356 | S01012 | Office Specialist | Full time | 3/10/2025 | $16.28 | $33,856.16 | $21.51 | $44,734.56 |

# State of Nebraska Agency Vacancy Report

June 30, 2025

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 |
|---|---|---|---|---|---|---|---|---|
| 60017357 | S01012 | Office Specialist | Full time | 5/19/2025 | $16.28 | $33,856.16 | $25.19 | $52,403.52 |
| 60017360 | S01012 | Office Specialist | Full time | 6/16/2025 | $16.28 | $33,856.16 | $21.51 | $44,734.56 |
| 60017838 | P66113 | Corrections Sergeant | Full time | 2/24/2025 | $33.95 | $70,616.00 | $37.13 | $77,230.40 |
| 60018173 | M84631 | Corr Industries Shop Operator | Full time | 8/1/2024 | $21.91 | $45,579.04 | $21.91 | $45,579.04 |
| 60018229 | P66441 | Corrections Unit Caseworker | Full time | 6/5/2025 | $29.71 | $61,796.80 | $36.07 | $75,025.60 |
| 60018318 | M80012 | Food Service Worker | Part time | 5/6/2024 | $16.58 | $34,484.32 | $25.16 | $26,164.32 |
| 60019162 | P66112 | Corrections Corporal | Full time | 2/24/2025 | $29.71 | $61,796.80 | $35.01 | $72,820.80 |

Total Positions **295**

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.