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NDCS submits biennial budget request and strategic plan to reduce agency turnover, improve parole eligibility

September 17, 2018 (LINCOLN, Neb.) – Today, Director Scott R. Frakes submitted the Nebraska Department of Correctional Services' (NDCS) budget request for fiscal years 2019-2020 (FY20) and 2020-2021 (FY21). Included in the budget submission is the agency's [2019-2023 strategic plan](#).

"The work of NDCS is wide-ranging and identifying our customers is central to our strategic plan," Director Frakes said. "The safety of our team members and the people we incarcerate is foundational to everything we seek to accomplish. Our commitment to continuous improvement is our opportunity for excellence and our responsibility to the taxpayers of Nebraska."

Strategic outcomes include:

- Reduce the number of workplace injuries by 50%
- Reduce agency turnover to 18%
- Provide programming prior to parole eligibility 100% of the time
- Develop and establish 10 additional mission specific housing units
- Fully implement electronic health records
- Prepare individuals to transition through community custody prior to release

The strategic outcomes are organized around three priority areas: NDCS team members; incarcerated people; and Nebraska taxpayers. There are four outcomes within each area, which will be measured and tracked to ensure forward progress and accountability.

By prioritizing team members, we cultivate a work environment where every person feels respected, appreciated and believes his or her opinion matters. For that growth to occur, we focus on the following outcomes: team member safety; engagement; performance; and retention.

The primary role of the corrections system is public safety. We work to provide the right opportunities to the right people at the right time. To assess our success when it comes to serving incarcerated people, we focus on these outcomes: safety; increased programming; reentry success; and improving quality of life.

Sound financial practices, appropriate use of funds and transparency are essential to maintaining taxpayer trust. We have identified four outcomes that address accountability and transparency: technology advancement; process improvement; resource allocation; and public safety.

The budget request includes 52 new team members, \$15.2M to expand infrastructure at the Nebraska State Penitentiary (NSP), and \$250,000 to expand core risk-reducing programming. The Governor's FY18 budget included the addition of a 100-bed dormitory at NSP.

"The implementation of the custody staffing analysis remains a priority," Director Frakes said. "The staffing analysis identified staffing needs across the agency and positions will be deployed at facilities in locations where recruitment is plentiful."

The NSP expansion project will address food preparation and dining needs for the population. It will provide additional programming space to replace temporary structures that were built more than 30 years ago.

"The expansion of infrastructure and programming opportunities provides improved engagement by the population, leading to greater reentry success. These requests along with the \$117M the Governor and Nebraska Legislature have invested in NDCS over the last three years are consistent with our vision of safe prisons, transformed lives and safe communities."

BUDGET HIGHLIGHTS:

STAFF: 52 FTE

PROTECTIVE SERVICES STAFF

FY20: 24 FTE Protective Services

- 18 Corporals
- 6 Sergeants

FY21: 24 FTE Protective Services

- 18 Corporals
- 6 Sergeants

**Protective Services staff requests for FY20 are budgeted to phase in at 6 FTE per quarter.*

CASE MANAGEMENT STAFF

- 4 FTE to meet the needs of the population in order to prepare people to return to the community: 4 Case Managers (OCC, NSP, NCCW, CCCL)

CAPTIAL CONSTRUCTION

- NSP infrastructure expansion: kitchen, dining, library and programming space
- Program 913 – security upgrades
- Program 914 – infrastructure needs

OTHER:

- Electronic Health Records (EHR)

A summary of the FY20-21 biennial budget is attached.

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NDCS Mission: Keep people safe.

NDCS Vision: Safe Prisons – Transformed Lives – Safe Communities

NDCS Values: Integrity – Respect – Compassion – Growth – Excellence

Nebraska Department of Correctional Services
FY 20-21 Budget Summary

1) Budget Requests Issues:

	Budget Category	#FTE FY2020	PSL	FY 2020	#FTE FY2021	PSL	FY2021
1	Enterprise Issues	0.0	\$3,381,979	\$4,528,150	0.0	\$3,411,370	\$5,017,681
This request funds salary and health insurance increases for NDCS team members.							
2	DAS Rate Changes	0.0	\$0	\$482,154	0.0	\$0	\$482,154
Rates increased for worker's compensation, life insurance, rent for the Staff Training Academy, FuZion and purchasing for which NDCS has requested funding.							
3	OCIO Rate Changes	0.0	\$0	\$1,449,606	0.0	\$0	\$1,461,558
Rate changes from the Office of the Chief Information Officer (OCIO) will result in increased expense for NDCS.							
4	Power Plant	0.0	\$0	\$450,000	0.0	\$0	\$450,000
In the spring of 2014, NDCS began the evaluation of the existing power plant at the Nebraska State Penitentiary, knowing the aging and failing equipment required action soon. The new power plant will be operational effective FY 2020 and will replace the obsolete coal operations used to power the Nebraska State Penitentiary. The agreement eliminated the need to incur costs for EPA coal emissions compliance and eliminated the need for capital construction funding. This agreement ensure the energy needs of the Nebraska State Penitentiary are maintained by an entity with demonstrated proficiency and capability in this area.							
5	Staffing Analysis	24.0	\$1,359,832	\$1,867,979	48.0	\$2,773,132	\$3,729,546
NDCS conducted a staffing analysis in July 2016 which identified the need for an additional 138 FTEs of custody staffing, divided among the ten facilities operated by NDCS. To date, 48 FTE have been funded. This request provides funding for the entire cost of staff appropriated from the 2017 Mid Biennium Adjustment. It also requests 24 custody staff for FY 2020 and an additional 24 custody staff in FY 2021, for a total of 48 FTE.							
6	Health Services	0.0	\$0	\$1,346,927	0.0	\$0	\$97,425
NDCS is requesting funding for an electronic health records system (EHR). EHR systems are becoming standard in the health community. These systems provide the ability to exchange health information electrically and enable increased coordinated and efficient care. It provides the means for increased productivity and assists medical providers to deliver increased quality of care and reduce medical errors.							
7	Inmate Programming	0.0	\$0	\$250,000	0.0	\$0	\$250,000
These funds would expand capacity for cognitive behavioral interventions (CBI) and provide programming opportunities to more individuals, targeting those who are parole eligible. The increased programming will allow more inmates to complete programming prior to their parole eligibility date.							
8	Facility Staffing	4.0	\$171,516	\$231,995	4.0	\$174,946	\$236,625
Case managers are critical for effective and proactive communication with the incarcerated inmates. These team members meet regularly with inmates on their unit. This interaction provides the means to identify criminogenic factors, identify stages of change, develop a case plan and provide follow-up. As part of the unit management model, this approach enhances safety in the units and facility.							
9	Information Technology	(5.0)	(\$260,562)	(\$268,426)	(5.0)	(\$260,562)	(\$310,092)
NDCS uses KRONOS, a time keeping system. This system allows NDCS to efficiently process the many complex and varied types of pay in the correctional environment. The pay rules are complicated involving different shifts for 24 hour operations, as well as various types of overtime pay, holiday pay and other leave. The one-time funding request is to upgrade the current system.							
10	One-Time Cash Fund Increase			\$4,200,000			\$0
The one-time increase in NDCS' cash fund appropriation allows NDCS to spend existing cash funds. The increase in cash fund appropriations provides the means to fund NDCS' budget issue request for an Electronic Health Records System, as well as the Kronos upgrade cost. It also provides funding for a needed capital project to upgrade security system components at various facilities.							

Nebraska Department of Correctional Services

FY 20-21 Budget Summary

2) Increase/Decrease by Fund Source (including FTE & PSL):

(excludes capital construction)

	FY2019	FY2020	% Increase	PSL	% Increase	FY2021	% Increase	PSL	% Increase
General	\$215,420,240	\$5,983,811	2.8%	\$4,545,434	3.9%	\$11,149,678	5.2%	\$5,912,390	5.1%
FTE General	2440.5	23	0.9%			47	1.9%		
Cash	\$2,126,000	\$4,200,000	197.6%			\$0			
Federal	\$1,762,858	\$0				\$0			
Revolving	\$19,494,835	\$154,574	0.8%	\$107,331	2.4%	\$265,219	1.4%	\$186,496	4.1%
FTE Revolving	93.0	0.0				\$0			
PSL	\$116,411,670								
PSL Revolving	\$4,530,002								

3) Capital Construction Requests:

	FY2019	FY2020	FY2021
RTC Program 928*	\$26,162,038	\$18,666,860	\$16,215,313
Program 914**	\$1,300,000	\$2,000,000	\$2,000,000
TSCI Expansion Program 921***	\$1,360,000	\$0	\$0
Security Audit Upgrades Program 913**	\$552,500	\$1,250,000	\$1,250,000
NSP Kitchen/Library/Dining Program 905****	\$0	\$7,250,000	\$7,037,775
NSP 100 Bed Unit Program 929*	\$5,800,000	\$0	\$0
CCCL Expansion Program 927*	\$1,603,520	\$0	\$0

*Funded through NCCF Funds

** Funded through NCCF Funds in FY 2019 and General Funds in FY 2020 and FY 2021

***Funded through Revolving Funds

**** Funded through General Funds; estimated expense \$923,725 in FY 2022

4) Overall Request:

(excludes capital construction)

	FY 2020	FY2021
Total New FTE Requested	28	52
Total Dollars Requested	\$10,338,385	\$11,414,897
Total General Fund Dollars Requested	\$10,183,811	\$11,239,728