**FOP #88 PROPOSSED CONTRACT (2021-2023)**

**-Nebraska Department of Correctional Services-**

**DISIPLINARY ISSUES:**

* After 6 months Corrective Counseling Logs (B Forms) will no longer affect job assignments or promotions.
* After an SOC Hearing the Warden must make a decision within 45-days. Previously it was 180-days from the infraction.

**SMART GOALS:**

During the calendar year of 2020 and continuing until all state-issued health emergency directives regarding social distancing are lifted, performance goals regarding physical attendance of meetings or training shall not be used to evaluate an employee for the purposes of considering job assignments, promotions, or eligibility for step increases in pay. Virtual attendance may still be required and considered for evaluation purposes. Training required for the purposes of meeting regulatory or certification requirements may also still be required and considered for evaluation purposes.

**STAB VESTS:**

Personal fitted Thrust Vests will be provided to each person who has a 12 month+ RHU assignment. Each vest will ONLY be used by the person it is issued to.

**WAGES:**

Corrections Employees will receive their Step Raise ($1.00) with satisfactory evaluations. There will not be any increases to the pay lines. **The reason for this is we just made major increases to the pay lines in January, and we cannot force the State to raise them again under the current circumstances*.*** We also know that if we went to the CIR (Court of Industrial Relations), we would lose our Step Plan. We decided that under the current circumstances this was not a year to force wages to the CIR. In addition, all hours worked in excess of 16 consecutive hours plus roll call in a 24-hour period beginning at the start of that employee’s shift, shall be compensated at 2X the regular hourly rate for all members of the bargaining unit.

Employees that have left NDCS will not be eligible for higher starting wages based on experience unless they have been gone for at least 3 years.

**-Department of Health and Human Services-**

**MANDATORY OVERTIME:**

No more mandatory overtime “freezing” on your Fridays or before your scheduled vacation or compensatory time off.

**SHIFT DIFFERENTIAL:**

Behavior Techs will be receiving Shift Differential.

**WAGES:**

**Employees in our DHHS jobs will now have a STEP PLAN**.

The Plan will be just like the Corrections plan, with 7 - $1.00 steps, starting with Step 1. Each person in a DHHS job will be placed on Step 1 and receive a significant raise. If your pay is already above Step 1 you will receive the same amount of raise that the person making the minimum in your class is raised to. The Steps will be in place for each year thereafter. You must have a satisfactory evaluation to receive a Step Raise. In addition, all hours worked in excess of 16 consecutive hours plus roll call in a 24-hour period beginning at the start of that employee’s shift, shall be compensated at 2X the regular hourly rate for all members of the bargaining unit.

**Here are the new Step pay lines for DHHS:**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Job** |  **Step 1** | **Step 2** | **Step 3** | **Step 4** | **Step 5**  | **Step 6** | **Step 7** |
| **Behavior Tech** | $19.00 | $20.00 | $21.00 | $22.00 | $23.00 | $24.00 | $25.00 |
| **Developmental Disabilities Safety and Hab. Specialist** | $17.00 | $18.00 | $19.00 | $20.00 | $21.00 | $22.00 | $23.00 |
| **Mental Health Security Specialist II** | $17.00 | $18.00 | $19.00 | $20.00 | $21.00 | $22.00 | $23.00 |
| **Youth Security Specialist II** | $17.00 | $18.00 | $19.00 | $20.00 | $21.00 | $22.00 | $23.00 |

**-MILITARY / NEBRASKA STATE PATROL / RELATED CLASSES-**

**These classes will receive a 2% increase each year.**

|  |  |  |  |
| --- | --- | --- | --- |
| **Job** | **Current Wage** | **July 1, 2021 Wage** | **July 1, 2022 Wage** |
| Military Security Officer Trainee | S15.35 | $15.66 | $15.97 |
| Military Security Officer  | $16.80 | $17.14 | $17.48 |
| Security Communications Specialist | $15.92 | $16.24 | $16.56 |
| Security Guard | $12.18 | $12.42 | $12.67 |

**POSTLOG:**

**This is not an ideal contract. Covid-19 made this year challenging financially.**

**We can’t risk losing our Step Plan by going to CIR (Court of Industrial Relations).**

**We believe economic and political conditions are likely to improve in 2 years.**

**THE FOP IS RECOMMENDING THE MEMBERSHIP VOTE YES FOR THE CONTRACT.**

**Bargaining Team Members:** President Mike Chipman - CCCO, Vice President Jerry Brittain - OCC, VP2 Josh Osienger - NSP, Sgt At Arms TJ Rutherford - TSCI, Institutional Trustee Jerry Sonnek - NCCW, Institutional Trustee Tim Elario - LRC, Institutional Trustee Kevin Uecker - BSDC.