

NCYF Transition – Staff FAQ Handout

This handout provides a high-level summary to help team members stay informed regarding the NCYF transition. We understand that this process raises questions, and we will continue to share updates as information becomes available.

Transition Status & Timeline

Is this transition happening for sure?

Yes. It has been determined that the NCYF population will transition to other NDCS facilities.

What is the anticipated timeline for this transition, and when will the population move?

The timeline for transitioning the NCYF population to other facilities is still being determined, but we anticipate that all moves will be finalized by July 1, 2026. Updates will be shared as soon as available.

Staffing & Positions

What staffing is needed at RTC for the youthful offender unit?

- 1 Assistant Warden
- 12 Corporals
- 3 Caseworkers
- 4 Teachers
- 1 Principal
- 1 APO for Education

Can staffing be increased at OCC?

No. Staffing levels at OCC will not be increased.

Will food service staff be retained at YRTC?

We are in communication with DHHS about this, and more updates will be shared when available.

Are special details an option?

Special details will not be used to staff the unit at RTC.

Programs & Services

Will current NCYF programs continue?

We are taking steps to ensure programming continues without interruption. Throughout this transition, we are also working closely with community partners to support continuity of rehabilitative services for the population.

Will the high school move with the population?

Yes.

Will Intentional Peer Support Specialists move?

Intentional Peer Support Specialists provide important support to the population, and we are actively working to determine how these specialists can continue to work with the youthful population.

Medical Services

Will medical staff remain assigned to NCYF?

The medical staff positions will continue to serve OCC and CCCO populations but will no longer provide coverage at NCYF once the transition is complete.

Reassignment, Transfers & Bumping

What are my options to transfer to a different position if my position at NCYF is eliminated?

If your position at NCYF is eliminated, there are several pathways to explore. These could include transferring to RTC or vacant positions at other NDCS facilities, exercising bumping options under the RIF (Reduction in Force) plan (see additional information below) or applying and competing for other employment opportunities with the State of Nebraska.

Who will be transferred to RTC?

As outlined in the Labor Contract, we will seek volunteers who are interested in transferring to RTC.

Who has bumping rights?

FOP and NAPE-covered employees have bumping rights based on state seniority. Employees who bump assume the shift and days off of the new position. See Article 5.5

What options exist for rules and regulations employees?

They may transfer to another facility if positions are available or apply and compete for open positions.

When will the bumping process begin?

The RIF plan is currently in process, and once it is finalized staff will be notified.

Scheduling, Leave & Holidays

If I move to another position, will my schedule and days off remain the same?

Because schedules and days off depend on the position, these may vary from your current schedule.

How will annual leave be impacted?

This is still being reviewed due to the timing of the annual leave bidding process. We know annual leave is important for you and your families, and we will provide information as soon as it is available.

Commuting & Relocation

For staff who move to another position within NDCS, is mileage reimbursement, a state car, or a commuting bonus available?

Commuting time, related expenses and moving costs are the responsibility of the employee.

Communication & Next Steps

Will staff receive timely information?

Leadership is committed to keeping team members informed and will share updates promptly.

How will staffing be maintained through July?

If needed, staff from other facilities may assist to ensure the necessary coverage during this transition. The Warden will also review staffing levels and determine if Housing Units or areas can be closed, which in turn reduces the number of staff needed

This document is intended as a summary. Some information is subject to change as planning continues.