


Idaho Department of Correction 	Standard Operating Procedure	Title: Incentive Pay for Incarcerated Individuals and CRC Workers		Page: 1 of 10
		Control Number: 611.02.01.004	Version: 4.0	Adopted: 01/07/1997

Chad Page, chief of the division of prisons, approved this document on 07/03/2019.

Open to the public: Yes

SCOPE

This SOP applies to all IDOC correctional facilities, including community reentry centers (CRCs), and those under the jurisdiction of the IDOC.

Revision Summary
Revision date (07/03/2019) version 4.0: Updated terminology and increased incentive pay for incarcerated workers at all skill levels.

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BOARD OF CORRECTION IDAPA RULE NUMBER 611

Business with Inmates and Labor of Inmates

POLICY CONTROL NUMBER 611

Work Projects

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PURPOSE

The purpose of this standard operating procedure (SOP) is to establish a consistent incentive pay system for incarcerated and supervised individuals at Idaho Department of Correction (IDOC) correctional facilities and community reentry centers (CRCs).

RESPONSIBILITY

Facility heads are responsible for:

- Implementing this SOP and ensuring staff members follow it
- Establishing, in field memorandums, the number of jobs for incarcerated individuals at their facilities
- Establishing a budget for incarcerated worker pay at the beginning of each fiscal year
- Whenever possible, budgeting for incentive pay using revenues from the inmate management fund or work projects

STANDARD PROCEDURES

1. Introduction

This SOP establishes standards for job categories and pay scales for incarcerated individuals who work in institutional jobs. Only job categories and pay scales authorized in this SOP are permitted. New job categories must be added to this SOP before being used in the institutions.

Idaho law states that all persons committed to the custody of the IDOC perform labor under the rules established by the Board of Correction. However, placement in an institutional job is not a right but a privilege that can be terminated at any time.

Incarcerated individuals may receive incentive pay for hours worked based on the pay scale established in this SOP. Incentive pay allows them to earn money for child support, restitution, commissary, family needs, release, or cost of supervision (COS).

2. Prison and Work Camp Institutional Jobs

Job Categories

The job categories for prisons and work camps are as follows:

Job Categories	
Administration	Maintenance
Education	Medical
Food Service	Programs
Housing	Recreation
Institutional Labor Detail (ILD)	Religious Activities
Laundry	

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Skill Levels and Pay Scales

Incentive pay scales for institutional jobs in prisons and work camps are based on skill level with a corresponding pay differential. The full list of job categories available in the Corrections Integrated System (CIS) “work assignments module”, are identified in Appendix D, *CIS Work Assignment Job Titles*.

Pay is based on the following skill levels:

- **Low**--(Examples: basic labor and entry-level in higher skilled positions.)
- **Basic**--(Examples: general worker such as janitor, kitchen help, etc.)
- **High**--(Examples: lead worker, lead cook, etc.)

Pay Scale by Skill Level		
<i>Skill Level</i>	<i>Prisons</i>	<i>Work Camps</i>
Low	20 ¢ per hour	50 ¢ per hour
Basic	30 ¢ per hour	70 ¢ per hour
High	40 ¢ per hour	90 ¢ per hour

2. CRC Institutional Jobs

Job Titles and Pay Scales

The full list of job titles available in the Corrections Integrated System (CIS) “work assignments module”, are identified in Appendix D, *CIS Work Assignment Job Titles*. Incentive pay scales for institutional jobs in CRCs are shown in the following table by job title:

CRCs	
Cook	\$110 per month
Cook, lead (only one position)	\$132 per month
Driver	\$110 per month
Driver, lead (only one position)	\$132 per month
General worker (such as janitor)	\$110 per month
Maintenance	\$132 per month
(Nampa CRC only)	
Southwest Idaho Treatment Center (SWITC)	
Equipment Lead	\$120 per month
Grounds	\$100 per month
Grounds Lead	\$120 per month
Housekeeping	\$100 per month
Irrigation Lead	\$120 per month
Laundry	\$100 per month
Maintenance	\$100 per month
Maintenance Lead	\$120 per month
PWCC CCU	
Cook	\$70 per month
Driver	\$70 per month

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General worker (such as janitor)	\$70 per month
Maintenance	\$70 per month

3. Correctional Industries and Vocational Work Project Jobs

For incarcerated individuals working at Correctional Industries, pay scales are set by Correctional Industries.

For those working vocational work projects, job titles and pay scales are found in SOP [611.02.01.003](#), *Vocational Work Projects, Inmate Selection and Crew Management*.

4. Work Hours

Incarcerated individuals are paid for hours worked but cannot work more than 60 hours a week or 252 hours a month. Unless there are job performance issues during a pay cycle, they should be paid in accordance with this SOP. Monthly rate positions can be prorated if it is not considered a full-time position. Under exceptional circumstances, facility heads can extend the number of hours an incarcerated individual can work.

5. Application and Hiring Process

Each facility must publish a field memorandum explaining the facility's application and hiring process, which must include reviews by case manager, medical, and security staff.

The facility head or designee may require incarcerated individuals to work or they can request to work by submitting Appendix A, *Incarcerated Worker Application*. Work coordinators will keep applications for 90 days. If someone does not get hired in a position within 90 days, they should submit another application.

Newly hired individuals should normally be paid at a lower pay rate until they have completed a probationary period, normally not to exceed 60 days. Exceptions must be authorized by a deputy warden or equivalent.

Workers will be paid monthly.

The hiring supervisor must complete the process to ensure that workers are paid on the payday established in SOP [114.03.03.012](#), *Payroll Processing: Offender*. The hours worked will be entered into CIS in the "labor hours" screen. The deputy warden or designee may then review the "Payroll Hour Report" in CIS and approve it to be paid by the account technician or designee.

6. Special Awards

Those who perform exceptional service, which is not part of their regular assignment, may be eligible for a special incentive pay award. Special incentive pay cannot exceed \$20 per award and cannot be awarded more than twice each year, for a total of \$40 annually for any incarcerated individual. A deputy warden or equivalent must approve each special award. Work supervisors must provide written justification for each request. Services that could be considered for this award are:

- Specific suggestions that result in substantial improvement or cost savings to the facility
- Specific exceptionally meritorious or outstanding job performance

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DEFINITIONS

Incentive Pay: Payment to incarcerated individuals for performing work at a correctional facility, which is at the sole discretion of the Department

REFERENCES

Appendix A, *Incarcerated Worker Application*

Appendix B, *Monthly Work-area Pay Calculation*

Appendix C, *Incarcerated Worker Time Sheet*

Appendix D, *CIS Work Assignment Job Titles*

Department Policy [610](#), *Correctional Industries/Inmate Job Assignments*

Department Policy [611](#), *Work Projects*

Idaho Code, 20-242A, *Inmate Incentive Pay*

SOP [114.03.03.012](#), *Payroll Processing: Offender*

SOP [611.02.01.003](#), *Vocational Work Projects, Inmate Selection and Crew Management*

IDAPA 06.01.01, *Rules of the Board of Correction, Section 611, Business With Inmates and Labor of Inmates*

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IDAHO DEPARTMENT OF CORRECTION

Incarcerated Worker Application

Inmate name: _____ IDOC #: _____
Housing assignment: _____ Custody level: _____
Physical restrictions: _____
Date: _____ (Good for 90 days)

Check only one (1) box in the following table (submit additional applications if applying for more than one (1) category):

Table with 2 columns and 8 rows under the heading 'Job Categories'. Categories include Administration, Education, Food Service*, Housing, Institutional Labor Detail (ILD), Laundry, Maintenance, Medical, Programs, Recreation, Religious Activities, and Other.

Describe your experience and qualifications: _____

Education (highest grade completed): _____

Inmate's signature _____ IDOC # _____ Date _____

- Staff Section -

Parole eligibility date: _____ Full-term release date: _____

Case manager: [] Approved [] Denied

Case manager signature: _____ Associate number: _____

Hiring authority: [] Approved [] Denied

Hiring authority signature: _____ Associate number: _____

*Medical Review: (food service jobs): [] Cleared [] Not Cleared

Security Review

[] Approved [] Denied

Security issues: _____

Security staff signature: _____ Associate #: _____

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Monthly Work-area Pay Calculation

Facility: _____ Month: _____, 20_____

IDOC #	Inmate's name	Amount
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		
11.		
12.		
13.		
14.		
15.		
16.		
17.		
18.		
19.		
20.		
Total Payroll		\$

Reimburse payroll from program (PCA): _____

Work location: _____

Date: _____

Approved by: _____

Associate #: _____

IDAHO DEPARTMENT OF CORRECTION

CIS Work Assignment Job Titles

Prisons			
1	Prison Administration 1	\$0.10	hour
2	Prison Administration 2	\$0.20	hour
3	Prison Administration 3	\$0.30	hour
4	Prison Education 1	\$0.10	hour
5	Prison Education 2	\$0.20	hour
6	Prison Education 3	\$0.30	hour
7	Prison Food Service 1	\$0.10	hour
8	Prison Food Service 2	\$0.20	hour
9	Prison Food Service 3	\$0.30	hour
10	Prison Housing 1	\$0.10	hour
11	Prison Housing 2	\$0.20	hour
12	Prison Housing 3	\$0.30	hour
13	Prison Institutional Labor Detail (ILD) 1	\$0.10	hour
14	Prison Institutional Labor Detail (ILD) 2	\$0.20	hour
15	Prison Institutional Labor Detail (ILD) 3	\$0.30	hour
16	Prison Laundry 1	\$0.10	hour
17	Prison Laundry 2	\$0.20	hour
18	Prison Laundry 3	\$0.30	hour
19	Prison Maintenance 1	\$0.10	hour
20	Prison Maintenance 2	\$0.20	hour
21	Prison Maintenance 3	\$0.30	hour
22	Prison Medical 1	\$0.10	hour
23	Prison Medical 2	\$0.20	hour
24	Prison Medical 3	\$0.30	hour
25	Prison Programs 1	\$0.10	hour
26	Prison Programs 2	\$0.20	hour
27	Prison Programs 3	\$0.30	hour
28	Prison Recreation 1	\$0.10	hour
29	Prison Recreation 2	\$0.20	hour
30	Prison Recreation 3	\$0.30	hour
31	Prison Religious Activities 1	\$0.10	hour
32	Prison Religious Activities 2	\$0.20	hour
33	Prison Religious Activities 3	\$0.30	hour
Work Camps			
34	Work Camp Administration 1	\$0.50	hour
35	Work Camp Administration 2	\$0.70	hour
36	Work Camp Administration 3	\$0.90	hour
37	Work Camp Education 1	\$0.50	hour
38	Work Camp Education 2	\$0.70	hour
39	Work Camp Education 3	\$0.90	hour
40	Work Camp Food Service 1	\$0.50	hour
41	Work Camp Food Service 2	\$0.70	hour
42	Work Camp Food Service 3	\$0.90	hour
43	Work Camp Housing 1	\$0.50	hour

44	Work Camp Housing 2	\$0.70	hour
45	Work Camp Housing 3	\$0.90	hour
Work Camps (Continued)			
46	Work Camp Institutional Labor Detail (ILD) 1	\$0.50	hour
47	Work Camp Institutional Labor Detail (ILD) 2	\$0.70	hour
48	Work Camp Institutional Labor Detail (ILD) 3	\$0.90	hour
49	Work Camp Laundry 1	\$0.50	hour
50	Work Camp Laundry 2	\$0.70	hour
51	Work Camp Laundry 3	\$0.90	hour
52	Work Camp Maintenance 1	\$0.50	hour
53	Work Camp Maintenance 2	\$0.70	hour
54	Work Camp Maintenance 3	\$0.90	hour
55	Work Camp Medical 1	\$0.50	hour
56	Work Camp Medical 2	\$0.70	hour
57	Work Camp Medical 3	\$0.90	hour
58	Work Camp Programs 1	\$0.50	hour
59	Work Camp Programs 2	\$0.70	hour
60	Work Camp Programs 3	\$0.90	hour
61	Work Camp Recreation 1	\$0.50	hour
62	Work Camp Recreation 2	\$0.70	hour
63	Work Camp Recreation 3	\$0.90	hour
64	Work Camp Religious Activities 1	\$0.50	hour
65	Work Camp Religious Activities 2	\$0.70	hour
66	Work Camp Religious Activities 3	\$0.90	hour
CRC's			
67	CRC Cook	\$110.00	month
68	CRC Cook, Lead	\$132.00	month
69	CRC Driver	\$110.00	month
70	CRC Driver, Lead	\$132.00	month
71	CRC General Worker	\$110.00	month
72	CRC Maintenance	\$132.00	month
Nampa CRC ISSH			
73	Nampa CRC ISSH Grounds	\$3.00	day
74	Nampa CRC ISSH Housekeeping	\$3.00	day
75	Nampa CRC ISSH Laundry	\$3.00	day
76	Nampa CRC ISSH Maintenance	\$3.00	day
PWCC CCU			
77	PWCC CCU Cook	\$70.00	month
78	PWCC CCU Driver	\$70.00	month
79	PWCC CCU General Worker	\$70.00	month
80	PWCC CCU Maintenance	\$70.00	month