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Agri-Services Pay Plan	ACA Standards: 5-ACI-7A-09, 5-ACI-7A-13		
Scott Crow, Director Oklahoma Department of Corrections		Signature on File	

Agri-Services Pay Plan

Inmates participating in work programs are compensated for their skills and responsibilities in a fair and equitable manner that promotes productivity. (5-ACI-7A-13)
The following procedure governs the Agri-Services Pay Plan.

I. Assignment to Agri-Services Pay/Skill Levels

Pay/skill level for Agri-Services production is based on monthly individual work evaluations and the inmate’s level assignment, consistent with [OP-060107](#) entitled “Systems of Incarceration.”

A. Agri-Services Pay/Skill Levels

Agri-Services has four pay levels defined as follows:

1. Level One
 - a. Jobs at this level involve routine repetitive tasks assigned daily with little variance in activities and requiring few or no job skills.
 - b. Jobs are performed under close supervision.
2. Level Two

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- a. Normally an entry level position.
- b. Duties require the ability to exercise some judgment while performing a job based on knowledge gained through experience.
- c. General supervision is required.

3. Level Three

- a. The job requires the ability to coordinate and execute designated assignments to accomplish tasks.
- b. This level requires the exercise of judgment based on experience and knowledge of the established job requirements.
- c. A high degree of skills in the job category or good work experience is required.
- d. Based on security level, less supervision may be required.

4. Level Four

- a. A greater degree of responsibility is required to perform job duties.
- b. As with level three, the job requires the ability to coordinate and execute designated assignments to accomplish tasks.
- c. This level requires the exercise of judgement based on experience and knowledge of the established job requirements.
- d. Based on security level, generally limited supervision may be required.

B. Distribution of Pay/Skill Levels

Pay/skill level distribution will be made in accordance with production needs and budgetary constraints. Agri-Services coordinators may assign a larger percentage of inmate workers to a particular pay/skill level with approval from the administrator of Agri-Services.

- 1. The basic overall distribution of Agri-Services pay/skill levels will approximate the following:
 - a. Skill Level 1 - 10%

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- b. Skill Level 2 - 40%
 - c. Skill Level 3 - 40%
 - d. Skill Level 4 - 10%
2. Supervisors will assess the pay/skill level distributions applicable to their operation as defined by the criteria for pay/skill levels.
- a. The number of inmates by job responsibility and pay/skill level will be established by the supervisor and approved by the Agri-Services coordinator.
 - b. Any changes in approved level and numbers of positions must follow the same procedures.

C. Job Assignments

Inmate job assignments will be made based on rational objective criteria, taking into consideration each inmate's safety, security, health restrictions, or disabilities. All inmates will be provided equal opportunity for job assignments without regard to race, religion, national origin or political views.

- 1. Inmates are assigned to jobs based on the "first available slot" for which the inmate is eligible/qualified or for which a need has been identified.
- 2. Agri-Services coordinators will maintain a prioritized listing of job vacancies requiring immediate placement critical to the Agri-Services operation. The list will be submitted to the job placement staff member/committee responsible for making job assignments at the institution. (5-ACI-7A-09)
- 3. Before requesting a job change, inmates must be assigned to a job 90 days or until the 120-day adjustment review, whichever is greater, unless the inmate's initial assignment is changed due to farm needs. Agri-Services units may reject an inmate assigned based on the following criteria:
 - a. Current medical status;
 - b. Current mental health status;
 - c. Intellectual impairment status;
 - d. Physical disability;
 - e. Criminal history; or

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f. Direct supervision status.

D. Assignments of Inmates to Pay/Skill Level

1. The Agri-Services coordinator will assign inmates to jobs, with consideration of their aptitude, attitude, and job skills when making the assignments.
 - a. If the result of an inmate's evaluation is poor or fair, the inmate will be informed of the poor performance and counseled concerning improving job performance. If improvement is not evident by the end of the next evaluation period, the inmate will be terminated from Agri-Services.
 - b. After initial assignment to a new level or position, the inmate will be given instruction and assistance to learn job task aspects. If it becomes obvious that the inmate is incapable of performing the work, the inmate will be removed from Agri-Services or reassigned to a new job requiring different skills.
2. The requirements listed above in Section I. D. 1. items a. and b. of this procedure are general guidelines and should not be interpreted as placing any limitations on an Agri-Services coordinator to take action considered prudent, such as immediate removal from a job for cause or imposing disciplinary measures.
3. All promotions in pay level will be effective at the beginning of the next pay period.

II. Pay Based on Monthly Evaluations/Level

All Agri-Services inmate workers will be paid under the performance evaluation/level pay system.

A. Pay Evaluation System

Hourly pay rates for positions, in which pay is based on monthly evaluations/level, will be approved by the chief administrator of Agri-Services. The hourly pay rate is determined by the evaluation/level received on the "Agri-Services Evaluation/Pay Report" ([DOC 080502A](#), attached). To determine the total pay for the month, the pay rate is multiplied by the total number of hours actually worked during the pay period.

1. The "Agri-Services Evaluation/Pay Report" ([DOC 080502A](#), attached) will be completed on a monthly basis to determine pay level. Each supervisor will complete the report for each inmate under their supervision by the end of the pay period. Each supervisor is

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expected to give an accurate appraisal of each work factor. The inmate must not be rated higher or lower than deserved.

- a. The Agri-Services staff member is required to use the comment section of the "Pay Report" for evaluations.
 - b. All promotions or demotions will correspond with the level system.
2. Three copies of the evaluation will be prepared and distributed as indicated on the form.
- a. The Agri-Services coordinator will review the evaluation for consistency between different work supervisors and ensure the evaluations are consistent with the observed performance of the work units.
 - b. The Agri-Services coordinator will forward the evaluation to the institution's records department to be made a permanent part of the inmate's file.

B. Pay Rates in Case of Absences

1. Inmates will not be paid for any hours missed from work when it is within their control (e.g., visitation, attorney visits, law library services, etc.).
2. Inmates will not be paid for time away from the job when their presence is required by other institutional departments such as classification reviews, counseling, education, programs, security, etc.
3. Inmates will not be paid for sick leave unless it is due to a job-related injury.
 - a. The inmate must immediately report the job-related injury to the work supervisor.
 - b. The injury must not be due to factors within the inmate's control such as gross negligence or horseplay.
 - c. Pay for a job-related injury may be awarded for one complete pay period if a medical lay-in authorization is given. Compensation will be at the same rate as the last month worked.

C. Pay Approval Procedures

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Inmate pay will be earned. It will not be automatic because of assignment to the job.

1. Inmates will not be paid for:
 - a. Security shutdown;
 - b. Any inmate-controllable situations (i.e., visitations, etc.);
 - c. Placement in SHU/restrictive housing for any reason; or
 - d. When terminated from work due to disciplinary reasons the inmate will only receive compensation for the work performed during the pay period.
2. Pay may be approved:
 - a. If an inmate is transferred or discharged before the end of the pay period; or
 - b. If the inmate changes jobs during the pay period.

D. Bonus Payments

1. An immediate supervisor can recommend a onetime bonus payment of \$10.00 for an individual inmate that contributes in excess of that which is expected. This would include activities as:
 - a. Voluntarily performing a particularly unpleasant, strenuous, or otherwise disagreeable type of work that is typically not required; or
 - b. Proving suggestions that result in substantial savings, a significant improvement to the operations, reduced material usage, or increased productivity.
 - c. Voluntarily performing a particularly unpleasant, strenuous, or otherwise disagreeable type of work that is typically not required.
2. Bonus recommendations must be submitted in writing utilizing the "Oklahoma Correctional Industries Bonus Payment Recommendation" form ([DOC 080501D](#)) to the farm coordinator, and then if approved, submitted to the chief administrator of Agri-Services for final approval.
3. If the bonus is approved, the Agri-Services coordinator will make a separate special line entry on the "Agri-Service Evaluation/Pay Report" ([DOC 080502A](#), attached) in the space where hours are

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usually recorded that states, "BONUS PAYMENT," and enter \$10.00 in the pay column.

III. Records

A. Time Records

1. In operations where a time clock is not available, it is the immediate supervisor's responsibility to maintain accurate records of inmate hours worked.
2. Institutional farm managers will ensure work time is properly recorded on the "Oklahoma Correctional Industries Employment Monitoring Form" ([DOC 080501E](#)). Inmates will not be involved in the computation of time or pay.

B. Distribution of Wages

Payroll is posted by Agri-Services accounting staff in the Offender Banking System (OBS). OBS automatically allocates 20 percent of the inmate's total monthly wages to a savings account and collects obligations in accordance with [OP-120230](#) entitled "Offender Banking System" and "Inmate Obligation Deduction Matrix" ([P-120100](#), [Attachment A](#)).

C. Procedures for Distribution of Reports

1. "Agri-Services Evaluation/Pay Report" will be distributed as follows:
 - a. Original to institutional records' office;
 - b. First copy to the supervisor's file; and
 - c. Second copy to the evaluated inmate.
2. The "Oklahoma Correctional Industries Employment Monitoring Form" consists of two pages.
 - a. The first page will be sent to the Agri-Services accounting office; and
 - b. Page two will be retained in the institutional farm manager's files.
3. Upon completion, the "Oklahoma Correctional Industries Bonus Payment Recommendation" form ([DOC 080501D](#)) will be distributed as follows:
 - a. If approved:

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- (1) Original form will be submitted to the Agri-Services accounting office for payment. The institution's business manager will submit a copy of the form to Agri-Services accounting office in order for the institution's trust fund to be reimbursed;
- (2) A copy to the inmate's field file;
- (3) A copy to the institutional farm manager for supervisor file; and
- (4) A copy to the inmate for notification of approval of bonus payment.

b. If denied:

- (1) Original form will be placed in the inmate's field file;
- (2) A copy to the institutional farm manager for the supervisor file; and
- (3) A copy to the inmate for notification of bonus payment denial.

IV. References

Policy Statement P-080100 entitled "Mission and Management of Correctional Industries"

OP-060107 entitled "Systems of Incarceration"

OP-120230 entitled "Offender Banking System"

V. Action

The chief administrator of Agri-Services is responsible for compliance with this procedure and for the annual review and revisions.

Any exceptions to this procedure will require prior written approval from the agency director.

This procedure is effective as indicated.

Replaced: OP-080502 entitled "Agri-Services Pay Plan" dated April 21, 2021

Distribution: Policy and Operations Manual
Agency Website

<u>Referenced Forms</u>	<u>Title</u>	<u>Location</u>
DOC 080502A	“Agri-Services Evaluation/Pay Report”	Attached
DOC 080501D	“Oklahoma Correctional Industries Bonus Payment Recommendation”	OP-080501
DOC 080501E	“Oklahoma Correctional Industries Employment Monitoring Form”	OP-080501
<u>Attachments</u>	<u>Title</u>	<u>Location</u>
Attachment A	“Inmate Obligation Deduction Matrix”	OP-120100

