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| <b>Inmate Job and Program Assignments</b>                  | ACA Standards: 2-CO-3C-01, 2-CO-5A-01, 5-ACI-3D-04, 5-ACI-5E-02, 5-ACI-7A-01, 5-ACI-7A-02, 5-ACI-7A-03, 5-ACI-7A-04, 5-ACI-7A-06, 5-ACI-7A-09, 4-ACRS-5A-14, 4-ACRS-6B-01 |                   |                                   |
| Scott Crow, Director<br>Oklahoma Department of Corrections |   | Signature on File |                                   |

## Inmate Job and Program Assignments

Inmate job and program assignments will be made on the basis of rational, objective criteria taking into consideration each individual inmate's safety, security, program needs, health restrictions, or disabilities. (5-ACI-7A-02) (PREA 115.42(a)) The safety and security of the staff and facility will be maintained. Jobs will include a variety of work assignments that afford inmates an opportunity to learn job skills and develop good work habits and attitudes that may be applied after release. (5-ACI-7A-01, 5-ACI-7A-03) The opportunities for inmate employment include: correctional industries, facility maintenance, facility support, public works and work in the community based upon eligibility requirements. (2-CO-5A-01, 5-ACI-7A-04, 4-ACRS-5A-14) Assignment to jobs and/or programs will provide equal opportunities to all inmates. All job/program assignments will be made without regard to race, religion, national origin, gender, gender identity, sexual orientation, disability or political views. (2-CO-3C-01, 5-ACI-3D-04, 5-ACI-5E-02, 5-ACI-7A-01, 4-ACRS-6B-01)

### I. Eligibility

Job and program eligibility will be based on specific job and program descriptions consistent with [OP-060107](#) entitled "Systems of Incarceration."

### II. Job and Program Descriptions

#### A. Job Description

- Jobs and programs will be described using the "Inmate Job Description" form ([Attachment A](#), attached).

2. A job description will be created and maintained for each inmate job available at the facility.

III. Assignment (2-CO-5A-01, 5-ACI-7A-01, 5-ACI-7A-03, 5-ACI-7A-06, 5-ACI-7A-09)

All staff have the responsibility to adhere to the procedure set forth. Classification committees will determine facility and inmate needs and make job and program assignments based on the inmate's total record and the needs of the facility. (5-ACI-7A-09) Changes will be documented on the "Intra-Facility Assignment Form" ([DOC 060203B](#)). Each facility will ensure there is a written plan for job/program assignments for all inmates in the general population. (2-CO-5A-01, 5-ACI-7A-01)

A. Job and Program Assignment (5-ACI-7A-01, 5-ACI-7A-03, 5-ACI-7A-06)

1. To better prepare inmates for meaningful employment upon release, inmates will be assigned a goal of a 40-hour work week. (5-ACI-7A-06) Work assignments will be in conjunction with the inmate's programmatic and training needs and will support the needs of the facility. (5-ACI-7A-01, 5-ACI-7A-03, 5-ACI-7A-06, 5-ACI-7A-09)
2. Restrictions due to health or security reasons will be documented.
3. Inmates will be assigned to jobs and programs based on the "first available appropriate slots" for which the inmate is eligible or if a need has been identified. Priority for program placement will be given to inmates with moderate to high assessed needs as determined by the case plan and through assessment processes.
4. A quarterly report will be prepared by the facility head outlining the makeup of each job/program through submission of the "Job and Program Racial Makeup Quarterly Report" ([Attachment B](#), attached). The report will be submitted to the appropriate administrator of Institutions/Community Corrections.

IV. Job and Program Assignment Criteria (5-ACI-7A-02)

A. Security Related Criteria (PREA 115.42(b))

The following are criteria relative to an inmate's intake housing assessment utilizing the "Cell Assessment Form" ([OP-030102](#), [Attachment A](#)) and the "Self Report Form" ([OP-030102](#), [Attachment B](#)) and custody assessment which, in addition to custody designation, will be considered in making job and program assignments:

1. Criminal history;
2. Current offense (type and seriousness);

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3. Violent tendencies;
4. Non-association;
5. Security Threat Group designation;
6. Current institutional adjustment/misconduct history;
7. Special safety and security requirements;
8. Predatory sexual behavior;
9. Protective custody; and
10. Case plan needs.

Information pertaining to each inmate's custody assessment can be found on the inmate's "Consolidated Record Card" (CRC) ([DOC 060211H](#)), the custody assessment, documentation contained in the inmate's file and in the Offender Management System (OMS).

**B. Health Related Issues**

In making job and program assignments, health related issues will be taken into consideration. Information pertaining to each inmate's current health needs and related restrictions is available on the "Individual Health Activity Profile (IHAP)" ([DOC 140113C](#)) and also located in the electronic health record (EHR). The IHAP classification, where available, may be found in the Offender Management System (OMS).

**C. Additional Job and Programs Related Criteria (5-ACI-7A-02)**

Consideration will be given to the following criteria upon the determination that such consideration would not be inconsistent with the inmate's needs and requirements relative to safety, security, treatment and habilitation.

1. Programmatic needs (vocational training, education, cognitive behavior, substance abuse, or mental health programs); (5-ACI-7A-02)
2. Current release date/re-entry needs;
3. Educational background;
4. Job requirements;
5. Job skills and experience;
6. Certifications and licensures; and

7. Facility needs.

V. Assignment Procedure

A. Jobs and Programs Inmates May be Assigned Consist of:

1. A prioritized listing of facility workforce needs (job vacancies) and program vacancies requiring immediate placement critical to the operation of the facility. These vacancies are created daily as a result of inmate transfers, demotions, security violations, program completion or termination, and other similar occurrences.
2. The numeric listings of jobs and programs, which are not on the priority list at the facility are prepared by the work/program supervisor.
3. The designated staff member/committee will assign inmates to the first job or program on the appropriate list of vacancies, which meets the inmate's needs and/or skills as well as the safety, security and program considerations. New arrivals to a facility will be assigned to jobs and programs based on earned credit level. The priority list will be filled prior to the numeric list.
4. When assigning or reassigning an inmate to general work or a specific job or program, the designated staff member/committee responsible for making such assignments will first review all pertinent information to determine if there are security or health related restrictions/disabilities and other additional criteria. An "Intra-Facility Assignment Form" ([DOC 060203B](#)) must be completed and forwarded to the records office, and a copy filed in section three of the inmate's field file.
5. Inmates with health restrictions or disabilities who can perform the essential functions of a job with or without reasonable accommodation will be assigned accordingly.

VI. References

Policy Statement P-030200 entitled "Inmate Housing, Job and Program Integration"

OP-060107 entitled "Systems of Incarceration"

VII. Action

The chief administrator of Institutions/Community Corrections and Contract Services is responsible for compliance with this procedure.

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The chief administrator of Institutions is responsible 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-030103 entitled "Inmate Job and Program Assignments" dated May 19, 2021

Distribution: Policy and Operations Manual  
Agency Website

| <u>Referenced Forms</u>      | <u>Title</u>                                     | <u>Location</u>           |
|------------------------------|--|---------------------------|
| <a href="#">DOC 060203B</a>  | "Intra-Facility Assignment Form"                 | <a href="#">OP-060203</a> |
| <a href="#">DOC 060211H</a>  | "Consolidated Record Card" (CRC)"                | <a href="#">OP-060211</a> |
| <a href="#">DOC 140113C</a>  | "Individual Health Activity Profile (IHAP)"      | <a href="#">OP-140113</a> |
| <u>Attachments</u>           | <u>Title</u>                                     | <u>Location</u>           |
| <a href="#">Attachment A</a> | "Inmate Job Description"                         | Attached                  |
| <a href="#">Attachment B</a> | "Job and Program Racial Makeup Quarterly Report" | Attached                  |
| <a href="#">Attachment A</a> | "Cell Assessment Form"                           | <a href="#">OP-030102</a> |
| <a href="#">Attachment B</a> | "Self Report Form"                               | <a href="#">OP-030102</a> |