

## **OFFENDER WAGES**

**6438**

(No.21 May 2016)

### **Responsibility**

#### **Camp Commander Division Chief**

To maintain uniform pay scales for offenders assigned to the conservation camps, the following standards have been established:

An accurate offender payroll shall be maintained and adequate auditing procedures established to assure offenders are paid according to their skill level.

The monthly pay budget is allocated by the parent institution, usually at the beginning of each fiscal year. The Camp Commander and the Division Chief will establish a pay committee and guidelines for meeting the monthly offender payroll within the allocated funds. (Re: DOM Section 51130.27 through 51130.27.3)

- The pay period is for the calendar month and offenders are to be compensated for each day's work.

## **PAY SCHEDULES**

**6438.1**

(No.21 May 2016)

- Grade 1 - \$1.45 per day: The majority of camp offenders will be assigned to this grade.
- Grade 2 - \$1.67 per day: Skilled and experienced grade workers and a selected number of in-camp offenders will be assigned to this grade.
- Grade 3 - \$1.95 per day: A limited number of skilled offenders who have been given special assignments will be included at this level.
- Grade 4 - \$2.56 per day: This pay grade is reserved for a very limited number of highly skilled journey-level offenders.
- Grade 5 - \$3.90 per day: Two positions in each outlying camp are designated for the first cook and CDCR 1<sup>st</sup> Clerk at this pay grade (DOM Section: 51130).
- Emergency Firefighter pay - \$1.00 hourly.

**DJJ OFFENDER WAGES**  
(No.21 May 2016)

6438.1.1

**Responsibility**

**Superintendent  
Division Chief**

The pay budget for DJJ is allocated at the program level at the beginning of each fiscal year. The Superintendent and the Division Chief will establish the ward payroll within the allocated funds.

- The pay period is for the calendar month and offenders are to be compensated for each day's work.
- Emergency Firefighter pay - \$1.00 hourly.

Pay categories maybe established at each camp for programs such as military, teacher's aide, etc.

**DAI "LAY-IN"**  
(No.21 May 2016)

6438.2

**Responsibility**

**Camp Commander  
Division Chief**

It is a generally accepted policy that there is no lay-in with pay. Offenders must work to be paid.

**DJJ "LAY-IN"**  
(No.21 May 2016)

6438.2.1

**Responsibility**

**Superintendent  
Division Chief**

With the mutual agreement of DJJ the Division Chief may authorize individual crews or portions to be "laid in with pay" at any time, to accommodate emergencies, mandatory training, shortage of supervision, injuries, etc. which may arise in the CAL FIRE work program or during weather conditions too hazardous to work.

## **WORK INCENTIVES**

(No.21 May 2016)

**6438.3**

### **Responsibility**

#### **All**

Time keeping records shall be reviewed by CDCR staff prior to filing of the Time Keeping records for audit purposes.

All forms used for time reporting shall be maintained in such a manner that they are not exposed to tampering by offenders or unauthorized persons. (Re: DOM Section 51121.17)

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[\(see next section\)](#)

[\(see Table of Contents\)](#)