



Inmate Litter Crew and Road Squad Management Study

*Joint Legislative Transportation
Oversight Committee*

April 13, 2012



- ✓ Opening Comments
- ✓ Study Methodology and Rates Recommendations
- ✓ Study Operational Issues and Recommendations
- ✓ Worker Productivity
- ✓ Added Value of Program
- ✓ Questions

Study Methodology and Rates Recommendations

- ✓ Performance-based reimbursement, based on highway miles and work hours
- ✓ FY 2013 rates of \$69.88/shoulder mile for litter crews and \$105.73/hour for road squads
- ✓ Inflationary increases
- ✓ Concerned about future vehicle and equipment needs

Study Operational Issues and Recommendations

- ✓ Improve operational efficiency (route planning and equipment prep schedules)
- ✓ Provide timely and accurate labor recording for payment
- ✓ Establish policies and procedures for productivity reporting system/evaluation of locations' productivity
- ✓ Consider use of alternative tools/supplies
- ✓ DOT written route plan to DPS for following week

Worker Productivity

- ✓ Factors Affecting Inmate “Worker Productivity”
 - ✓ Security-driven
 - ✓ Logistics
 - ✓ Travel distance
 - ✓ Staff availability
 - ✓ Limits to incentives
 - ✓ Standardization and consistency important to security
 - ✓ Inmate wages based on GS and skill level, and cannot be based on discretion or level of performance
 - ✓ Sentence reductions (gain time/earn time) are tightly established and consistently applied
 - ✓ Turnover of “work pool”
 - ✓ Must maintain Facility Head discretion
 - ✓ Balance of overall security of facility and role as custodian responsible and liable for well-being of inmates



“Added Value” of Litter Crew/Road Squads

- ✓ Use as a “correctional program”
- ✓ Used for debris cleanup after natural disasters



Questions?