



IDAHO DEPARTMENT OF CORRECTION

We envision a safer Idaho with fewer people in its correctional system

BRAD LITTLE
Governor

BREE DERRICK
Director

FREQUENTLY ASKED QUESTIONS

Correctional Officer

What does an IDOC Correctional Officer do?

Correctional Officers with the Idaho Department of Correction maintain the safety and security of Idaho's prison facilities while helping prepare people for successful reentry into their communities. Officers supervise daily activities, conduct security checks, enforce facility rules, respond to emergencies, model prosocial behavior, and build professional relationships that support positive change.

How do I become a Correctional Officer?

To become a Correctional Officer in Idaho, candidates must complete an application, meet minimum qualifications, pass a physical readiness test and required background investigation, provide needed documentation, and successfully complete training requirements. The Idaho Department of Correction provides paid training and support to help new officers succeed.

What are the requirements to become a Correctional Officer in Idaho?

Requirements include:

- Being at least 18 years old
- Possessing a high school diploma or GED
- Be a U.S. citizen
- Passing a background investigation
- Meeting agency hiring standards

I have a criminal history. Will this automatically disqualify me from becoming an Idaho Correctional Officer?

While misdemeanor crimes do not automatically disqualify you from the correctional officer position, we require all applicants to disclose ALL criminal history during the background process. Felonies, crimes of domestic violence, and crimes of deceit are automatic disqualifiers under [IDAPA 11 - Idaho State Police.book](#).

What are the physical requirements to become a Correctional Officer in Idaho?

Correctional Officers are required to successfully complete a Physical Readiness Test (PRT) and pass a medical/vision/hearing exam. The PRT includes:

- ½ mile run/jog in 7 minutes
- 180-foot sprint through cones in 30 seconds (known as the "Illinois Agility Test")
- Drag 120-pounds for 30 feet
- 15 squat-thrusts in 3 minutes (stand, squat down placing both hands on the ground, thrust feet into a plank, bring feet back in, and then stand up)
- While squatting, open a locked box 3 times (without standing or resting a knee on the ground)

Do I need prior law enforcement or corrections experience?

No. Many successful Correctional Officers in Idaho begin their careers without prior corrections or law enforcement experience. Training is provided, and candidates from customer service, law enforcement, military, security, healthcare, manufacturing, education, transportation, and other backgrounds are encouraged to apply.

What is the starting salary for Idaho Correctional Officers?

The hourly rate for Idaho Correctional Officers is \$24.60 (\$51,168 annually). Idaho Correctional Officers receive opportunities for advancement, overtime opportunities, and comprehensive state employee benefits (valued at \$24,922).

What benefits do Idaho Correctional Officers receive?

Benefits may include:

- Medical, dental, and vision insurance
- PERSI Retirement benefits
- Paid vacation and sick leave
- Paid holidays
- Life insurance options
- Employee assistance programs
- Career advancement opportunities
- State-sponsored training and development
- Public Student Loan Forgiveness Program (PSLF)

Where are Correctional Officer jobs located in Idaho?

Correctional Officer positions may be available statewide. We have facilities located in North Idaho, East Idaho, and the Boise area, providing options for candidates seeking careers near major cities or rural areas.

Is being a Correctional Officer dangerous?

Safety is a top priority. Idaho Correctional Officers receive extensive training, work as part of professional teams, and utilize established security procedures designed to maintain safe facilities and protect staff, visitors, and residents.

What training do new Correctional Officers receive?

New officers receive professional paid training that covers:

- Safety and security procedures
- Communication and de-escalation skills
- Emergency response
- Defensive tactics
- Professional ethics
- Idaho correctional policies and procedures

Training helps prepare officers for long-term career success and confidence.

Can Idaho Correctional Officers advance their careers?

Yes. Many employees begin as Correctional Officers and later pursue opportunities in:

- Leadership and supervision
- Training
- Investigations
- Probation and parole
- Community reentry programs
- Specialized security assignments
- Administrative and support roles

Why choose a career in corrections?

Corrections offers stable employment, competitive benefits, opportunities for advancement, meaningful public service, and the ability to positively impact Idaho communities. Correctional Officers play a critical role in public safety and rehabilitation.

Are Idaho Correctional Officer jobs hiring now?

The Idaho Department of Correction regularly recruits Correctional Officers across the state. Interested candidates can select "[Join IDOC](#)" on our careers page if they'd like to be contacted by our recruitment team.

Are Idaho Correctional Officers state employees?

Yes. Officers employed with IDOC are state employees and receive state benefits and compensation according to Idaho's pay schedule.

Can you become a Correctional Officer without a college degree?

Yes! A high school diploma or GED is the minimum requirement to become an Idaho Correctional Officer.

How long does the Idaho Correctional Officer hiring process take?

The hiring process for Idaho Correctional Officers typically takes anywhere from 2-6 weeks from time to application and depending on the next available hiring date.

What shifts do Correctional Officers work in Idaho?

Correctional Officers typically work 12-hour day or night shifts. Mandatory overtime may occasionally require a 16-hour shift.

Do Idaho Correctional Officers receive paid training?

Yes. Officers are paid at their normal hourly rate during all training, including Academy.

What skills make a successful Correctional Officer?

A successful correctional officer requires a balanced combination of strong communication, psychological resilience, and tactical skills to maintain safety and rehabilitation standards within our facilities. The primary skills required for success include:

Rehabilitative Mindset and Community Impact: A core desire to help those under our jurisdiction change their lives. Successful officers understand that by supporting rehabilitation, modeling positive behavior, and guiding residents toward programming, they directly contribute to lower recidivism rates and safe communities.

Deescalation and Crisis Communication: The ability to verbally defuse tense situations and resolve conflicts peacefully before they escalate into physical confrontations.

Situational Awareness: High attention to detail and environmental awareness to detect anomalies, contraband, or changes in resident behavior that could signal a security risk.

Emotional Intelligence and Integrity: The capacity to remain professional, objective, and fair under high-stress conditions while maintaining strict boundaries.

Critical Thinking and Decision-Making: The ability to evaluate risks rapidly and make decisive, policy-compliant judgements during emergencies.

Written and Verbal Reporting: Strong documentation skills to write clear, legally defensible incident reports and communicate effectively with medical, legal, and administrative staff.

Physical Conditioning and Defensive Tactics: Maintaining the physical readiness necessary to respond to emergencies, perform searches, and ensure facility security.

Is corrections a good long-term career?

Yes! IDOC offers extensive advancement opportunities, and many senior leaders, including the Deputy Director and Chief of Prisons, began their careers as Correctional Officers.