



AIC Compensation

Overview

Established in 1999 through the passage of Ballot Measure 68, Oregon Corrections Enterprises (OCE) is a semi-independent organization, whose administrator reports to the director of the Oregon Department of Corrections (DOC). OCE plays an important role in carrying out Ballot Measure 17, the constitutional mandate to engage male and female adults in custody (AICs) in meaningful work. ***By statute, OCE is funded solely through the sales of its products and services.***

The mission of OCE, in partnership with DOC, is to promote public safety by providing AICs with meaningful work experience in a self-sustaining organization. OCE plays an important role in implementing DOC's Oregon Accountability Model (OAM). The OAM is a cohesive strategy to reduce recidivism and influence AICs to make effective changes, leading to better outcomes. Through the development of positive work ethics and job skills, OCE assists AICs in their transition to realizing their potential as productive citizens, creating positive outcomes, while contributing to society and their families.

Methods of Earning Funds

There are two systems of earning funds for AICs in OCE work programs. There is the Performance Recognition Award System (PRAS) and the Prison Industry Enhancement Certification Program (PIECP). The key determiner in designating compensation is whether the product will enter into interstate commerce. AICs involved in work projects shipped outside of Oregon are rewarded through the PIECP system. All other programs use PRAS.

AICs in PRAS programs are eligible to receive secondary performance awards through team goal awards (TGA), special meritorious awards (SMA) and individual meritorious award program (IMAP).

OCE and Performance Recognition and Award System (PRAS)

The *Performance Recognition and Award System* is a direct result of Measure 17 – Oregon's mandate to engage AICs in full time work. Due to inherent limitations of resources and the need for facility security, safety, health and order, it is the policy of DOC and OCE to make available to AICs monetary awards and other incentives to recognize and encourage good institutional conduct. This includes exceptional performance in work and workforce development assignments and in self-improvement programs that address the criminal behaviors that led to their incarceration.

The AICs are awarded "points" based on performance and complexity of the work performed. The AIC's performance of the work assignment is determined on a pass/fail basis daily. The daily assessment is based on the AIC's attendance, performance quality and effort, interpersonal communication with staff and fellow AICs, and ability to follow directions. These points are later converted into monetary awards ranging from \$12.50 to \$112.50 per month.

PRAS points awarded are based on standard Dictionary of Occupational Titles (DOT) codes established by the U.S. Department of Labor DOT. These codes are based on the business unit organization structure, and are related to the duties and difficulty of work assignments.

In OCE, PRAS also provides eligibility for *Team Goal Awards*. These are monthly monetary awards made to AICs, at the discretion of OCE, to recognize achievement of team goals that exceed standards for avoiding injuries, efficient use of production time, quality of product, team communication, and customer satisfaction. Per OCE policy, Team Goal Awards cannot exceed the monthly PRAS monetary awards.

Special Meritorious Awards are to reward exceptional acts or behaviors contributing to the safe and orderly operation of the business unit, suggestions that result in definite economies of operation, or exceptional production.

Individual Meritorious Awards are to recognize achievement of goals based on individual performance according to predetermined production levels.

The Prison Industry Enhancement Certification Program (PIECP)

The PIE Certification Program was created by Congress in 1979 to encourage states and units of local government to establish employment opportunities for prisoners that approximate private-sector work opportunities. The program is designed to place AICs in a realistic work environment, pay them the prevailing local wage for similar work, and enable them to acquire marketable skills to increase their potential for successful rehabilitation and meaningful employment on release. A total of 50 jurisdictions may be certified under the PIE Certification Program. To become certified, each program must demonstrate to the Director of the Bureau of Justice Assistance (BJA), U.S. Department of Justice, that it meets statutory and guideline requirements. The statute and guidelines are designed to create a level playing field with the private sector.

The PIE Certification Program has two primary objectives:

1. Generate products and services that enable AICs to make a contribution to society, help offset the cost of their incarceration, compensate crime victims, and support their families; and
2. Reduce prison idleness, increase AIC job skills, and improve the prospects for successful reentry to the community on release.

Per a combination of federal and state law (ORS 421.437), 20% of the wages earned in a PIE Certification Program are given to the participants to use for discretionary spending. The remaining portion of the wages are divided between taxes, child support, victim assistance fund, and program costs.

Whether in a PRAS or PIE Certification Program, all participants contribute to a transitional savings account to assist with reentry. Teaching AICs meaningful work skills and a strong work ethic not only helps them find work once they are released, it also changes their outlook on life, helping to make them better equipped to make a successful transition into Oregon's communities and less likely to repeat criminal behavior and return to prison.

AIC Monthly Awards			
DOC Jobs	PRAS ONLY	Examples are based on a 20 day work month	
Low Skill:	\$12.50		
High Skill:	\$112.50		
OCE Jobs	PRAS & TGA	SMA	IMAP
Low Skill:	\$62.50 - \$125	\$0-160	\$0-110
High Skill:	\$102.50 - \$205	\$0-325	\$0-110
*PIECP:	\$130-500		
*AICs may be eligible to receive PRAS & TGA when not working a full day on a PIECP project.			



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