



## Legislative Testimony

### OREGON DEPARTMENT OF CORRECTIONS

March 8, 2021

The Honorable Michael Dembrow, Chair  
Senate Committee on Education

RE: Performance Recognition and Awards System (PRAS)

Chair Dembrow and members of the committee, my name is Nathaline Frener, and I serve as Assistant Director of the Oregon Department of Corrections (DOC) Correctional Services Division. I am providing an overview of DOC's Performance Recognition and Awards System (PRAS).

#### **Overview:**

PRAS was implemented with the passing of [Article 1, section 41](#) of the Oregon Constitution (Measure 17) which required each adult in custody (AIC) to engage in full-time work. PRAS ([OAR 291-077](#)) is a noncompensation-based award program developed as a means of encouraging AIC participation in DOC programs and providing AICs with some discretionary funds beyond the restrictions related to "compensation" paid for participation in the prison work and training programs described in Oregon Constitution Article 1, section 41.

Through PRAS, DOC provides monetary awards and other incentives to recognize and encourage good institutional conduct. This includes, but is not limited to, exceptional performance in work and workforce development assignments; participating in self-improvement programs to address the criminal behaviors that led to their incarceration; and participating in education, treatment, or other programming intended to remove barriers which impede employment.

#### **Types of PRAS:**

PRAS includes both monetary awards and nonmonetary incentives. Nonmonetary good-conduct incentives may include housing assignments, participation in institution picnics, and other enhanced visiting opportunities.

To provide discretionary funds for AICs, monetary incentives are provided through the PRAS points awarded for each day of successful completion in a qualifying work or program assignment.

#### **How the amount of a monetary awards is determined:**

AICs can earn between four and 18 PRAS points per each day of work assignment. The number of PRAS points awarded to each assignment is scaled based on the type of assignment and the

associated complexity or responsibility. For instance, Food Services has over a dozen various positions to which an AIC may be assigned to work, and within each of those positions are various steps or levels of skill or responsibility. DOC has approximately 80 different types of positions to which an AIC may be assigned to work, and within those positions there are more than 200 steps.

In addition to work assignments, participation in other qualifying programs such as education, treatment, and cognitive behavioral change is rewarded with PRAS points. AICs participating in a program assignment earn one point per day, and treatment programs and some college education programs award seven points-per-day.

AICs can earn points for only one work assignment and one program assignment per day. If an AIC works in two or more work assignments in a day, they will be credited with the higher-point-value assignment.

The total number of PRAS points earned by each AIC is tallied at the end of each month, and the appropriate funds are put into the AIC's Central Trust account. The amount of monthly PRAS monetary awards to which each AIC is eligible has been set based on the total number of PRAS points earned each month. The monetary awards range from \$8 (for up to 75 PRAS points) to \$82 per month (for 359 PRAS points or higher). Five percent is taken from the monthly award for the victim's assistance fund, and additional amounts may also be taken for contributions to their transitional savings account and/or court-ordered financial obligations.

I have provided attachments including frequently asked questions, PRAS point information on DOC training, work-based education, and apprenticeship programs.

Thank you for your time and consideration. I am happy to answer any questions you may have.

*Submitted by:*

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# Performance Recognition and Awards System (PRAS)

## OREGON DEPARTMENT OF CORRECTIONS

### Frequently Asked Questions

**Q: Are AICs paid to work? Is PRAS their salary?**

**A:** AICs cannot be paid for work under Article 1 Section 41 of the Oregon Constitution. PRAS is a discretionary award provided to the AICs by the Department of Corrections to encourage and recognize positive conduct and program participation.

**Q: How are points calculated?**

**A:** AICs can earn points for one work assignment and one non-work program assignment per day. These points are calculated at the end of the month to determine their award level.

**Q: Can AICs earn points for multiple work assignments?**

**A:** AICs can earn points for only one work assignment each day. If they participate in an additional work assignment, they will be given credit for the higher point level position for that day.

**Q: How much is one-point worth?**

**A:** This is a case-specific situation; however, generally speaking, one point per day increase for a 20-workday month would equal a \$4.00 increase in PRAS awards.

**Q: Are points guaranteed for each day?**

**A:** No. Should an AIC demonstrate negative behavior in an assignment they may be issued a "daily fail." Should this occur, the AIC forfeits their points earned in that assignment for the day. AICs may also have their PRAS award impacted if they are issued a misconduct report and found in violation. Depending on the level of the misconduct, the total points may be reduced by 10% to 100%.

## DOC Apprenticeship Programs

Program	Institutions Available	Licensed/ Nonlicensed	Program Length OJT	Related Training*	# of slots Available Statewide	Outcome/Certification	PRAS**	Hours per Week***	Program Start Date	Hours per Day/Week/Year
Limited Maintenance Electrician	DRCI, EOCI, OSCI, OSP, SCI, SRCI, TRCI, WCCF	Licensed	4,000 hours	377 hours	14	1. Limited Maintenance Electrical License 2. Journey Card Issued by Apprenticeship Training Division of BOLI	13-17 points/day	6.5 -8 hours/day	2006	6.5 to 8 hours/day 32.5 to 40 hours/week 1,625 to 1,800 hours/year
Limited Manufacturing Plant Journeymen (Electrician)	DRCI, EOCI, OSCI, OSP, SRCI, TRCI	Licensed	8,000 hours	610 Hours	22	1. Limited Manufacturing Electrical License 2. Journey Card Issued by Apprenticeship Training Division of BOLI	13-17 points/day	6.5 -8 hours/day	2006	6.5 to 8 hours/day 32.5 to 40 hours/week 1,625 to 1,800 hours/year
Heating, Ventilation, Air Conditioning, and Refrigeration (HVAC/R)	OSP	Licensed	8,000 hours	576 Hours	4	1. Limited Energy Technician Electrician Class B (LEB) License 2. HVAC/R Journey Card Issued by Apprenticeship Training Division of BOLI	13-17 points/day	6.5 -8 hours/day	2015	6.5 to 8 hours/day 32.5 to 40 hours/week 1,625 to 1,800 hours/year
Limited Energy Class B (Electrician)	EOCI, OSP	Licensed	4,000 hours	288 Hours	5	1. Limited Energy Technician Electrician Class B (LEB) License 2. Journey Card Issued by Apprenticeship Training Division of BOLI	13-17 points/day	6.5 -8 hours/day	2015	6.5 to 8 hours/day 32.5 to 40 hours/week 1,625 to 1,800 hours/year
Painting	OSCI, OSP, SRCI	Nonlicensed	6,000 hours	490 Hours	5	1. Journey Card Issued by Apprenticeship Training Division of BOLI	13-17 points/day	6.5 -8 hours/day	2009	6.5 to 8 hours/day 32.5 to 40 hours/week 1,625 to 1,800 hours/year
Cabinetmaking	OSCI, SRCI	Nonlicensed	6,000 hours	486 Hours	3	1. Journey Card Issued by Apprenticeship Training Division of BOLI	13-17 points/day	6.5 -8 hours/day	2012	6.5 to 8 hours/day 32.5 to 40 hours/week 1,625 to 1,800 hours/year

## DOC Training Programs

Program	Institutions Available	Licensed/ Nonlicensed	Program Length OJT	Trainee-to-Supervision Ratio	# of slots Available Statewide	Outcome/Certification	PRAS	Hours per Week	Program Start Date	Hours per Day/Week/Year
<b>Custodial Training</b>	CCCF, SRCI, TRCI	Nonlicensed	2,000 hrs.	3 to 1	9	1. Basic & Advanced Custodial Technician Certification from the Cleaning Management Institute. 2. Journey Card Issued by Apprenticeship Training Division of BOLI	11 to 16 points per day	6.5 -8 hours per day	2013	5 to 7 hours/day 25 to 35 hours/week 1,250 to 1,750 hours/year
<b>Culinary/ Food service Manager</b>	DRCI	Nonlicensed	Self-study/ training time varies	3 to 1	5	1. National Registry of Food Safety Professionals <b>International Certified Food Safety Manager Certification</b> . recognized by OHA as meeting the requirements of Food Manager Certification 2. Journey Card Issued by Apprenticeship Training Division of BOLI	17 points per day	6.5 -8 hours per day	2019	5 to 8 hours/day 25 to 40 hours/week 1,250 to 1,800 hours/year
<b>Structural Welding Training</b>	CCCF, EOCI, MCCF, OSP, SCCI, SCI, SRCI, TRCI	Nonlicensed	2,000 hrs.	2 to 1	23	1. American Welding Society Qualification Certification from an AWS-Certified Welding Inspector 2. Journey Card Issued by Apprenticeship Training Division of BOLI	14 to 17 points per day	6.5 -8 hours per day	2014	7 to 8 hours/day 35 to 40 hours/week 1,750 to 1,800 hours/year
<b>Food Handler Certificate Program</b>	All DOC facilities	Nonlicensed	Self-study/ training time varies	Unlimited	Unlimited	Food Handler Certificate (FHC)	N/A	6.5 -8 hours per day	2013	N/A
<b>Limited Building Maintenance Electrician</b>	CCCF	Licensed	2,000 hrs.	2 to 1	4	1. Limited Building Maintenance Electrical License 2. Journey Card Issued by Apprenticeship Training Division of BOLI	16 points per day	6.5 -8 hours per day	2013	6 to 8 hours/day 30 to 40 hours/week 1,500 to 1,800 hours/year

## DOC Work-Based Education Programs

Program	Institutions Available	Licensed/Certification	Program Duration	Program Staffing	# of slots Available Statewide	Outcome/Certification	PRAS	Hours per Week	Program Start Date
Cosmetology	CCCF	Licensed	24 months	1.5 FTE	20	Program completers are licensed through OHLA in Hair Design, Esthetics, and Nail Technology.	5 to 16 points per day	30 hours per week	2002
Paraoptometrics (Eyeglass)	CCCF	Certification	9-12 months	1 FTE	15	1. Program completers will sit for their Certified Paraoptometric Exam to become nationally certified 2. Additional training and certification for the advanced Certified Paraoptometric (CPOA) also available.	6 to 18 points per day	30 hours per week	2004
Welding	DRCI	Certification	9 months	1 FTE	10	1. American Welding Society Qualification Certification from an AWS-Certified Welding Inspector 2. One-year welding program certificate from Central Oregon Community College	10 points per day	30 hours per week	2008
Automotive	OSP	Nonlicensed	12 months	2 FTE	24	One-year certificate from Chemeketa Community College	5 to 18 points per day	32 hours per week	1970s
Building Construction Technology	SRCI	Licensed	12 months	3.5 FTE	24	1. One-year Building Construction Technology Certificate from Treasure Valley Community College 2. National Center for Construction Education and Research (NCCER) licensing	11 to 14 points per day	30 hours per week	1998