



# Program Statement

**OPI:** FPI  
**NUMBER:** 8121.04  
**DATE:** 6/13/2001  
**SUBJECT:** FPI Apparel Factory  
Individual Piece Rate  
Pay System (IPRPS)

1. **PURPOSE AND SCOPE.** To establish an Individual Piece Rate Pay System (IPRPS) at all Federal Prison Industries (FPI) apparel factories, as an incentive for inmate workers to earn higher rates of pay and increase FPI production.

Detailed implementation instructions are contained in the Work Measurement Technical Reference Manual (TRM).

2. **SUMMARY OF CHANGES.** This revision changes the reference for recording production tickets under Section 6.b. from the SYMIX system to **Millenium**.

3. **PROGRAM OBJECTIVES.** The expected result of this program is:  
Production in FPI apparel factories will be increased.

4. **DIRECTIVES AFFECTED**

a. **Directives Rescinded**

PS 8121.03                      FPI Apparel Factory Individual Piece  
Rate Pay System (IPRPS) (8/9/95)

OM 047-00 (8121)            FPI Apparel Individual Piece Rate Pay  
System (10/6/00)

b. **Directives Referenced**

PS 8000.01                      UNICOR Corporate Policies and Procedures  
(5/13/81)

PS 8120.02                      FPI Work Programs for Inmates (6/15/99)

PS 8281.01                      UNICOR Work Measurement Program (6/1/95)

TRM 8301.01                      UNICOR Work Measurement, General Use (6/1/95)

5. **STANDARDS REFERENCED.** None

6. **RESPONSIBILITIES**

a. The Textiles Product Support Manager, Product Support Center (PSC) must review and approve piece rates established for each apparel factory (in accord with the Program Statement on Work Measurement).

b. The Associate Warden/Superintendent of Industries (AW/SOI) at each institution with an apparel factory must:

- Develop and manage the IPRPS for his or her apparel factory.
- Establish new rates, when equipment, processes, or other conditions change labor requirements significantly.
- Forward piece rate pay changes to Textiles Product Support Manager, PSC for review and approval.

c. Each apparel Factory Manager must:

- Approve production tickets and forward them to the Business Manager.
- Issue and control production tickets for each apparel product.
- Determine how off-standard time will be paid (in accord with the Work Measurement TRM).

d. Each Business Manager for an apparel factory must record accurately completed production tickets in the inmate payroll system in **Millennium**, calculating payments on each individual worker's monthly accumulation of accepted first quality production.

/s/

Kathleen Hawk Sawyer  
Director