



STATE BOARD OF PARDONS AND PAROLES





We are enhancing public safety

INSIDE

Mission, Vision, Values	2
Organizational Chart	3
FY 2025 Highlights	4
Letter from the Chair	8
The Five Member Parole Board	9
Parole Board Members	11
Executive Leadership	16
Executive Director's Letter	17
Pre-Release Considerations Division	19
Post-Release Considerations Division	26
Investigations Division	31
Georgia Office of Victim Services	33
Human Resources	36
Office of Training	37
Information Technology	38
Budget	39

The Agency is guided by the 4E's

Engaging Stakeholders

Educating the Community

Encouraging Active Participation

Enhancing Operations

OUR MISSION

To serve the citizens of Georgia by exercising the constitutional authority of executive clemency through informed decision-making, thereby ensuring public safety, protecting victims' rights, and providing opportunities for positive change.

OUR VISION

To be the nation's most effective and efficient executive clemency authority by:

- Making informed, scientific, data-driven clemency decisions based in constitutional authority and guided by applicable state law
- Preparing offenders for positive change through the imposition of practical and constructive pre and post release conditions
- Protecting the public and creating safer communities by holding accountable those offenders who violate the conditions of release
- Ensuring crime victims have a voice in the post-conviction criminal justice process
- Fostering partnerships and positive relationships with all stakeholders
- Engaging, educating, and encouraging the active participation of all stakeholders in the clemency decision-making process
- Striving to be a continuously learning public safety organization

OUR VALUES

We value Ethics, Integrity, Equity and Innovation.



Organization

THE BOARD
Joyette Holmes, *Chair*
Wayne Bennett, *Vice Chair*
David Herring, *Member*
Robert Markley, *Member*
Kimberly McCoy, *Member*

LEGAL SERVICES
La'Quandra Smith

COMMUNICATIONS
Steve Hayes

BUDGET & FISCAL & LEGISLATIVE AFFAIRS
Kristen Kinney

HUMAN RESOURCES
Eris McKennon

TRAINING, EXECUTIVE SECURITY, POLICY & PROCEDURES
Thomas Green

INFORMATION TECHNOLOGY
Carlos Turner

AGENCY AFFAIRS
Susan Ruthven

EXECUTIVE DIRECTOR
Christopher L. Barnett

DEPUTY EXECUTIVE DIRECTOR
Felecia Holloway

VICTIM SERVICES DIVISION
Keir Chapple

PRE-RELEASE CONSIDERATIONS
Crystal Moon

INVESTIGATIONS
Chris Kimmer

POST-RELEASE CONSIDERATIONS
Kim Patton-Johnson

DEPUTY DIRECTOR
Christopher Toussant

DEPUTY DIRECTOR
Lisa Copeland

DEPUTY DIRECTOR
Anthony "Craig" Flint

DEPUTY DIRECTOR
Jenna James

PROGRAM COORDINATORS
VICTIM SERVICE SPECIALIST

GPEDS TEAMS
CRITICAL ANALYSIS UNIT
HEARING EXAMINERS

CRIMINAL FIELD INVESTIGATORS
INSTITUTIONAL INVESTIGATORS
ADMINISTRATIVE FIELD INVESTIGATORS

GCIC INTERSTATE ADMIN. STAFF SCANNING/IMAGING
DOM'S VIOLATIONS/SANCTION EXTRADITIONS
PARDON ADMIN. COMMUTATIONS



Robert Markley, Former Sheriff, Appointed to the Board

Governor Brian Kemp appointed Robert Markley as a member of the State Board of Pardons and Paroles in January of 2025. Markley is the former sheriff of Morgan County where he served in the position for twenty-four years, retiring in December of 2024.

Markley's thirty-five-year law enforcement career began in 1990, all with Morgan County.

"I am humbled at the opportunity to serve the citizens of Georgia as a member of the parole board. Providing public safety has always driven me as a law enforcement officer. I will bring that same dedication to making important executive clemency decisions regarding eligible individuals."

— Robert Markley

Highlights from FY 2025

Engaging Parole Eligible Offenders

The parole eligible offender is a stakeholder in the decision-making process of the Georgia Parole Board. During Fiscal Year 2025, and a process that will continue into FY 2026, parole leaders, investigators, and Board Members have engaged state offenders inside Georgia prisons, county, and private facilities. Offenders are encouraged to complete programming, follow institutional rules, and prepare themselves for reentry. Each offender entering state prison is interviewed by parole staff. In addition, Board Members and leadership engaged offenders at more than thirty facilities in FY25.

In FY25, Parole Board leadership including Board Members supported offender success by attending and speaking with offenders graduating from Georgia Department of Corrections' programs and Day Reporting Center graduations conducted by the Georgia Department of Community Supervision.

"Eligible individuals in the system are being provided a tremendous opportunity to hear from Board Members and leadership first-hand as we visit our state's prisons. While parole is not a right in Georgia, it's important for eligible offenders to understand that a possible release on parole is up to them. It's up to them to provide the Board with information that says, 'I'm parole ready.'"

— Chris Barnett, Executive Director

"These are trips we definitely need to make, to meet offenders, when possible, individually and in groups and speak to them about their futures. We want to thank the leadership at the Department of Corrections for seeing the value of the parole board's continuous engagement of the offender population."

— Joyette Holmes, Chair





Engaging Stakeholders: Agencies, Organizations, & Public Safety Partners

In Fiscal Year 2025, the Georgia Board of Pardons and Paroles continued to engage stakeholders, educate communities, and encourage active participation in the parole process by stakeholders and criminal justice agencies. Enhancing agency operations remained a priority for the Georgia Parole Board.

Engagement included attending and meeting with the following stakeholders and partners:

- Georgia Prison Wardens Association
- Atlanta Police Foundation Repeat Offender Commission
- Crime Stoppers of Greater Atlanta
- Macon Regional Crime Stoppers
- MUST Ministries
- Georgia Department of Community Supervision
- Criminal Data Exchange Board
- Georgia Department of Corrections Counselors
- Georgia Association of Criminal Defense Lawyers
- Georgia Public Defender Council
- Council of Superior Court Judges of Georgia
- Georgia Association of Chiefs of Police
- Georgia Sheriffs' Association
- Prosecuting Attorneys' Council of Georgia
- Georgia Gang Investigators Association

The Georgia Board of Pardons and Paroles engaged the community through various events to include:

- University of North Georgia, Public Board Meeting and Career Fair
- High School Career Fairs
- National Night Out Events

Engaging Crime Victims - Victim Impact Sessions

The Georgia Parole Board in collaboration with the Georgia Office of Victim Services and the state's prosecutors conducted Victim Impact Sessions during the fiscal year. Victim Impact Sessions give victims the opportunity to meet with a parole board member and provide information to the Board to be considered when the offender in the case is considered for parole. Sixteen VIS were conducted across Georgia in FY 2025 as crime victims met with the Board. Learn more about this process on page 34 of this report.

"This is information the Board Members are seeking and need in order to make an informed parole decision."

— Wayne Bennett, Vice Chair, Georgia Parole Board

"We certainly appreciate the Board utilizing resources to come to Berrien County to meet with these victims. After a conviction, it is important that victims stay involved in the process to ensure the Board considers their information."

— Chase Studstill, District Attorney, Alapaha Judicial Circuit

"It's very important that victims know the process and know they can provide information to the board about the impact of the crime on them. Their words during these sessions are important, not just to them but to the board members who are deciding whether an individual will receive parole."

— David Herring, Board Chair for FY25

"These crime victims are benefiting from the services offered by the Parole Board and the Georgia Office of Victim Services."

— Oconee Judicial Circuit District Attorney Timothy Vaughn

Engaging Paroling Authorities Around the Globe

APAI Conference, Atlanta, Georgia

Parole practitioners from the United States and International countries came to Atlanta for the Association of Paroling Authorities International (APAI) Conference May 18 through May 21, 2025. The Georgia Board of Pardons and Paroles served as the host committee. Georgia Parole Board Member Joyette Holmes served as a panelist for the opening session of the conference's first day. The session was titled, "Sharing Considerations Across the Globe."



"Georgia's Unique Approach to Serving Crime Victims Post-Conviction" was another highlight as the Georgia Office of Victim Services presented many of its effective support programs.

"This was a great conference and was well attended by parole officials from around the world. Our board and staff were able to engage their counterparts and likewise I'm proud of how the Georgia Board of Pardons and Paroles represented our agency to our visitors."

— David Herring, Board Chair for FY25



Georgia Parole Hosts the National Parole Board of Zambia

The Chairman and Secretary of the National Parole Board of Zambia traveled to the United States and Atlanta, Georgia during Fiscal Year 2025 to learn about the Georgia Parole Board's decision-making processes and operations. Zambia Chairman Lloyd Chilundika and Secretary Clive Njamba spent a week meeting with Georgia Parole Board Members and staff from all divisions. The Zambia officials toured a Georgia Department of Corrections facility and met with officials from the Georgia Department of Community Supervision and Governor Brian Kemp's Office.



"We could not have selected a better U.S. state to learn more about parole processes. The information sharing and collaboration between the Georgia Parole Board and their stakeholders to include law enforcement, victims and the public is impressive. It is something I believe we need to do in Zambia to be more effective."

— Lloyd Chilundika, Chairman, Nat'l Parole Board of Zambia



Parole Presentations

The Georgia Board of Pardons and Paroles provided training at national and state training events to include presentations for the American Probation and Parole Association, National Organization for Victim Advocacy, and the Georgia Professional Association of Community Supervision.

Agency Reorganization

The agency operations for the State Board of Pardons and Paroles were restructured in FY 2025. In order to fully support all public safety functions of the agency, the investigations unit was moved from what was formerly the Clemency Division and the Investigations Division was formed. The Board's investigators complete reports for the Pre-Release Considerations Division (formerly Clemency), the Post-Release Considerations Division (formerly Field Services), and for the Georgia Office of Victim Services.



First Parole Comfort Dog Program in the Nation

During Fiscal Year 2025 “Asher,” the agency’s comfort dog arrived on the scene. The Comfort Dog Program, which includes Handler Mandy Kimner, was introduced and is a part of the Critical Incident Stress Management (CISM) Program located with the Georgia Office of Victim Services (GOVS), a division of the Georgia Parole Board. The CISM Program helps crime victims and others facing challenges associated with traumatic events. Though other state agencies including corrections departments across the country have comfort or therapy canines, Asher and Kimner are the first established by a paroling authority. The program was made possible in conjunction with the Georgia Department of Corrections and the Georgia Department of Community Supervision. Asher and Kimner assist crime victims, attend community events, and respond to emergencies and aid in disaster response and recovery. The team is available to assist in reducing stress for state employees. During the fiscal year, Asher and Kimner were recognized by Marsy’s Law of Georgia.

Letter

FROM THE CHAIR

To: The Honorable Brian Kemp, Governor, Members of the General Assembly, and the Citizens of the state of Georgia

It is my honor to serve as chair of the State Board of Pardons and Paroles. As chair and on behalf of the agency, I am pleased to present the Fiscal Year (FY) 2025 Annual Report. These pages will provide you with detailed information, not only about the past fiscal year, but information about the Board's processes, operations and decision-making.

During FY 2025, the Parole Board Members and supporting staff diligently worked to accomplish our main and primary goal of providing for safer communities for all Georgians as we deliver scientific, data-driven, executive clemency decisions. The decisions by the Board are made as a result of teams of staff completing their tasks and delivering sound data to the Members before votes are made. As a result, once again, the percentage of offenders successfully completing parole was above 70% for the fiscal year, and again well above the national average of approximately 60%. Determining which offenders are ready to contribute to society and not return and commit more crime remains our main responsibility. However, the five voting board members are able to make those decisions due to our confidence that we have the operations and staff who are performing their responsibilities to ensure delivery to the Board all available information regarding the case.

Because everyone is a stakeholder in the Board's decision making, our commitment to each and

every stakeholder remains strong. The Board is extremely supportive of our operations team and efforts to continuously engage stakeholders, educate the public about parole and encourage everyone to participate in the parole process. This commitment ensures that we're working to enhance the quality of our operations and public safety overall.

Communication remains a hallmark of success and is why as an agency the Board Members and staff actively engage with law enforcement as well as offender support groups. During FY 2025, an even stronger commitment began to meet with two important stakeholders; the offender and the crime victim.

The board has committed to meeting with offenders inside Georgia prisons to make it evident that the agency is fully invested in their success during and post-incarceration. Each Board Member visited prisons in FY 2025 delivering a message for the offender to complete assigned programming, follow institutional rules and prepare fully for possible parole.

Crime victims are very important to the Georgia Parole Board. The Board's commitment to victims never wavers. We continue to work with the state's prosecutors to establish direct in-person



meetings with crime victims, known as Victim Impact Sessions. Through the Georgia Office of Victim Services, the Board ensures that information from the crime victim is always considered. During FY 2025, we met on average, twice monthly with crime victims. Hundreds of

victims were able to meet with a board member during the fiscal year.

In my short space here, I cannot touch on each important decision or significant improvement made by the Georgia Board of Pardons and Paroles over this past fiscal year. However, I encourage you to read about it in the following pages.

The Parole Board is proud to serve the citizens of Georgia. It is our sincere hope that as you review this report you will engage the agency and become a stakeholder in the process.

Sincerely,
Joyette Holmes, Chair
State Board of Pardons and Paroles



The Five Member Georgia Board of Pardons and Paroles

The Georgia Constitution provides that Parole Board Members are to be appointed by the Governor to seven-year staggered terms, subject to confirmation by the State Senate. Board Members are full-time state employees from various professions including criminal justice and private business. In 1943, the Board was established through a constitutional amendment and consisted of three members. In 1973, as the prison population rose to 9,000, the Constitution was amended to increase the Board to five members. Today, with an inmate population at approximately 50,000, the Board still consists of five voting members.

The Board is the sole authority in the state to make informed decisions regarding which state inmates should be paroled, thereby ensuring that the state's prison beds are dedicated to the offenders who have committed the most serious crimes. In Fiscal Year 2025 (FY25), through the Board's executive clemency authority, 5,588 offenders were released from prison to serve the remainder of their prison sentence on parole. Georgia's percentage of parolees successfully completing parole in FY25 was 73%. The national average was estimated to be approximately 60%. The Board's authority includes granting paroles, pardons, and commutations including death sentences. Deciding whether to grant an offender parole is the primary responsibility of the Board. Parole hearings are not held. However, each offender entering the Georgia prison system is interviewed by parole staff. The Board also actively solicits input and accepts pleas for and protests of clemency throughout the consideration process. Information from community stakeholders, including victims, the public



and criminal justice partners, is considered by the Board. The Board Members have discretion to determine who receives clemency. The total number of parole eligible offender cases considered by the Board Members during the fiscal year was 20,364. The Board's decision may be for the offender to receive a tentative parole month which is a future possible release from prison, an immediate release or parole may be denied. In most cases, if granted, the offender receives a tentative parole month (TPM) which is a future possible parole release. Please read more about the parole process in the Pre-Release Considerations section of this report.

Board Members are required to make many decisions regarding each parole case. A majority of three votes is required to grant or deny parole, but other votes may also be required for each individual parole case. For example, the Board may add preconditions to parole which require each member to vote. In FY25, the five Board Members made a total of 76,261 votes. Again, the total represents all Board decisions

requiring a vote and multiple votes or decisions for each offender case during the fiscal year.

Guidelines are applied to cases

In most cases, the Board's Parole Decision Guidelines Rating System is applied which includes a time-to-serve recommendation. Board Members review the comprehensive case file of each offender, and each member individually makes a parole decision. Although the guidelines are not applied to life sentence reviews, the Board maintains a comprehensive parole file in each case and the members review each case thoroughly before voting to grant or deny parole. The Board's decision process is evidence-based, scientific and data-driven.

Death Sentences

The review of death sentences is a responsibility of the State Board of Pardons and Paroles. The Board is the only entity in Georgia with the constitu-



FY25

CLEMENCY VOTES

76,261

INMATE CASES
CONSIDERED

20,364

PAROLEES WHO SUCCESSFULLY
COMPLETED PAROLE

73%

OFFENDERS RELEASED BY
PAROLE FROM GEORGIA
PRISONS IN FY25

5,588

tional authority to commute a death sentence. The Governor does not have this authority in Georgia. Board Members conduct a clemency meeting for the condemned inmate after which they may commute a death sentence to life with or without the possibility of parole, issue a stay or deny clemency.

Monthly Board Meetings

The Board conducts monthly Parole Board Meetings at which policy changes are considered and operational updates are provided. Offender cases are not discussed, and parole decisions are not made at the monthly Board Meetings. Learn more about the clemency process beginning on page 19.

Constitution and History

Checks and Balances

Georgia's constitution provides for three branches of government to serve as checks and balances on the power of government over the offender. The legislative branch sets the minimum and maximum range of the prison sentence, the judicial branch sentences the offender within that range, and the State Board of Pardons and Paroles, as a part of the executive branch, manages the finite resource of state prison beds by considering eligible offenders and making parole grants in the interest of public safety.

History of Parole in Georgia

Parole came to Georgia in 1908 when the General Assembly voted to give the Prison Commission authority to implement a system of "parole or conditional pardons." Parole could be granted upon the approval of the full Commission and the Governor. The Commission had power to issue warrants and

arrest parole violators. In 1938, the Commission was given broad powers to grant paroles without the approval of the Governor and without limitation on its authority, "save the welfare of the State." However, the Commission remained hampered by a shortage of funds. Then in the early 1940s there were significant questions raised about the handling of pardons. The General Assembly passed legislation, and it was signed into law in February of 1943, creating the State Board of Pardons and Paroles as an independent agency to administer executive clemency. In August of 1943, Georgia voters ratified, by a ratio of four and a half to one, a landmark amendment to the State Constitution establishing the State Board of Pardons and Paroles as an independent agency authorized to grant paroles, pardons, reprieves, commute sentences, including death sentences, and remove disabilities imposed by law.





PAROLE BOARD MEMBERS

JOYETTE HOLMES *Chair*

Joyette Holmes serves as Chair of the State Board of Pardons and Paroles for Fiscal Year 2026. She was elected Chair by the members at the September 2025, monthly board meeting. Mrs. Holmes was appointed by Governor Brian Kemp in January of 2024. As Parole Board Chair, she serves on the Board of the Department of Community Supervision.



Mrs. Holmes started her career as a Public Defender in Baltimore County, Maryland, before returning to Georgia and serving as an Assistant Solicitor General. She later opened the Law Office of Joyette M. Holmes. She left private practice to serve as an Assistant District Attorney in Cobb County and as the Chief Magistrate Judge for the Cobb Judicial Circuit in 2015. During this time, Mrs. Holmes also served as the Vice President of the Council of Magistrate Court Judges and served on the Georgia Supreme Court Chief Justice's Commission on Sexual Harassment in the Judiciary.

In 2019, Governor Kemp appointed Mrs. Holmes Cobb County District Attorney. She is the first African American and woman to serve as both Chief Magistrate Judge and District Attorney in Cobb County. Respected and due to her reputation to reach just outcomes, Georgia's Attorney General selected her to serve as the special prosecutor for the Ahmaud Arbery case.

Mrs. Holmes is active in her community and has



made public and community service a priority. She has received numerous honors for her public service including awards named for mentor, retired Georgia Supreme Court Justice Robert Benham and her legal hero, U.S. Supreme Court Justice Thurgood Marshall. Mrs. Holmes is a member of Alpha Kappa Alpha Sorority and currently serves on the boards of the Cobb Chamber of Commerce, MUST Ministries, Kennestone Regional Hospital Board, and the Capital City Bank Board.

Joyette Holmes was born and raised in Valdosta, Georgia. She earned her undergraduate degrees in Psychology and Criminal Justice from the University of Georgia. Mrs. Holmes earned her Juris Doctorate from the University of Baltimore School of Law.



PAROLE BOARD MEMBERS *CONTINUED*

WAYNE BENNETT *Vice Chair*

Wayne V. Bennett serves as Vice Chair of the Parole Board for FY 2026. Mr. Bennett was appointed to the State Board of Pardons and Paroles by Governor Brian Kemp in March of 2024. As Parole Board Vice Chair, he serves on the Board of the Department of Community Supervision. Mr. Bennett is the first former Georgia sheriff to be appointed to the Parole Board.



Mr. Bennett served as sheriff of Glynn County from 1992 to 2012, retiring from the office. As sheriff, he was responsible for the operations of a 600-capacity correctional facility. During his tenure as sheriff, Mr. Bennett served on the Executive Committee for the G8 Summit in 2004, and served on Presidential Security Teams for Presidents Jimmy Carter, George H. W. Bush, and George W. Bush. He served as an ad-

visory board member of the Georgia Peace Officer Standards and Training (POST) Council. From 1978 to 1992, Mr. Bennett served with the Glynn County Police Department. He served as Patrol Division Supervisor, Commander of the Criminal Investigative Division, supervised Internal Affairs/Professional Standards, and supervised Task Force Operations. Mr. Bennett graduated from the 152nd session of the FBI National Academy. He served in the U.S. Army from 1974 to 1978. Following retirement, he worked as a consultant. Mr. Bennett has a Bachelor of Science in Criminal Justice and Public Administration from Liberty University.

Mr. Bennett is active in his community and has served on several boards and groups including the Glynn County Parks and Recreation Advisory Board, the Glynn County Police Advisory Panel, Chamber of Commerce, and Leadership Glynn 12 Month Fellowship. He is a member of his local church.





DAVID HERRING *Member*

David Herring was appointed to the State Board of Pardons and Paroles in 2018 by Governor Nathan Deal. Mr. Herring has previously served as Chairman (FY25) and Vice Chairman for the Parole Board.



David Herring is a former state trooper, joining the Georgia Department of Public Safety in 1994. He has served the state of Georgia for more than thirty years. During his tenure with the Department of Public Safety, Mr. Herring served on team security for the University of Georgia Football Program and served as a member of the state of Georgia S.W.A.T. Team. Prior to his appointment to the Georgia Parole Board, he served as a Lt. Colonel managing security details for the offices of Governor, Lt. Governor, Speaker of the House, and Chief Justice. Mr. Herring received the Governor's Public Safety Award for Heroism in 2001, and he was recognized by the Gainesville Kiwanis Club as Trooper of the Year in 2004. He is a member of the 2014 Leadership Georgia Class. Mr. Herring graduated from the University of Mississippi in 1992 with a bachelor's in public administration. Mr. Herring and his wife reside in Hall County and are members of their local church.



PAROLE BOARD MEMBERS *CONTINUED*

ROBERT MARKLEY *Member*

Robert Markley was appointed to the State Board of Pardons and Paroles by Governor Brian Kemp in January of 2025.

Mr. Markley retired in December 2024 as sheriff of Morgan County after twenty-four years in office. Mr. Markley's thirty-five-year law enforcement career began in 1990 as a jailer at the Morgan County Sheriff's Office. In 1991, he graduated from the 97th class of the Northeast Georgia Police Academy. He served as a patrol officer and then investigator before being elected sheriff in 2000.





KIMBERLY MCCOY *Member*

Kimberly McCoy was appointed to the State Board of Pardons and Paroles by Governor Brian Kemp, December 1, 2025. Ms. McCoy is retired from the Cobb Family Justice Center. Prior to her twenty-seven-year career with Cobb County, Ms. McCoy worked with the Blue



Ridge Judicial Circuit's District Attorney's Office where she began the Victim Witness Assistance Program. She implemented many programs for crime victims and community awareness campaigns. Ms. McCoy previously served on the Board of Directors for the Cherokee Family Violence Center, as an officer of the Cherokee County Family Violence Task Force, on the Board of Directors for the Anna Crawford Center for Children, and as training coordinator for the Cobb Coalition for Child Abuse Prevention.

Ms. McCoy was the Director of the Victim-Witness Unit for the Cobb County District Attorney's Office from April 1999 to April 2024, where she also maintained a caseload providing services to capital case crime victims. Ms. McCoy secured over \$10M in grant funds. She is a founding member of the steering committee that developed and implemented the SANE (Sexual Assault Nurse Examiner) Program in Cobb County, a program that provides specialized forensic exams and support services for victims of sexual assault.

Ms. McCoy previously served on the Advisory



Board for the Social Work Program of Kennesaw State University, the Cobb Collaborative, the Cobb County Law Enforcement Association, the Cobb County Domestic Violence Task Force, and the Cobb Coalition for Child Abuse Prevention. She served on Georgia's Sex Offender Registry Review Board from 2007 to 2012.

Active with legislation, Ms. McCoy assisted in the passage of the Crime Victims Restitution Act of 2005 and with the successful revision to the Georgia Crime Victims' Bill of Rights in 2010. Ms. McCoy was the Project Director for the Cobb District Attorney's Office Domestic Violence Project from November 1997 until April 1999, responsible for training and education for law enforcement and the community at-large.

Ms. McCoy obtained a master's degree in public administration from Kennesaw State University and holds a Bachelor of Arts Degree in Criminal Justice and Psychology from The Women's College of Brenau University. Ms. McCoy was a part-time



professor for the Department of Human Services at Kennesaw State University for over ten years.

Ms. McCoy has received several honors during her public service, and she is involved with Zeta Tau Alpha Alumnae events and she is an active member of her local church.

Executive Leadership

Christopher Barnett

Executive Director of the State Board of Pardons and Paroles

Executive Director Chris Barnett provides strategic leadership to advance the Georgia Board of Pardons and Paroles' mission, ensuring the agency's vital role in the criminal justice system. He was appointed to the position in July of 2015. Barnett's focus remains on strengthening professional relationships with stakeholders and continuing to inform Georgians about the executive clemency consideration process. He oversees operational initiatives designed to enhance board functions. Director Barnett joined the Georgia Parole Board in 2003 as a parole officer in the Marietta Parole District. Promotions to senior parole officer, assistant chief parole officer, field operations officer, senior field operations officer, and statewide program manager followed. In May of 2013, he was promoted to regional director, supervising all operations and parole districts within the Northeast Region. Mr. Barnett is a native of Hinesville, Georgia. He has a bachelor's degree in criminal justice and a Master of Public Administration from Georgia Southern University.



Felecia Holloway

Deputy Executive Director of the State Board of Pardons and Paroles

Felecia Holloway was named Deputy Executive Director of the State Board of Pardons and Paroles in November of 2024. Holloway's state government service spans more than thirty-four years. She began with the Georgia Department of Corrections as an accounting clerk and later became a Correctional Officer, Probation Officer I, Probation Officer II, and Center Probation Officer. In 2001, she accepted a position as a Parole Officer with the State Board of Pardons and Paroles. Promotions to Assistant Chief Parole Officer, Chief Parole Officer, Master Chief Parole Officer, Regional Director, Deputy Division Director, and Division Director followed. Holloway is a graduate of Clark Atlanta University, earning a Bachelor of Arts Degree in Business Administration with a Concentration in Management. She also received a Master of Science Degree in Criminal Justice with a Specialization in Public Administration. Holloway is a graduate of the Georgia Leadership Institute Supervisory Development Program, the American Probation and Parole Association (APPA) Leadership Institute, the Carl Vinson Institute New Manager Training, and the Georgia Association of Chiefs of Police Chief Executive training program. She is also a P.O.S.T. certified General Instructor.





Letter from the Executive Director

Each fiscal year, the Operations Team of the Georgia Board of Pardons and Paroles is challenged to provide unwavering support to the Board Members in their decision-making, while continually reviewing our people, processes, technology and measuring success. This effort is anchored in what we call our 4Es: Engaging Stakeholders, Educating the Community, Encouraging Active Participation in the Parole Process, and Enhancing Operations. Fiscal Year (FY) 2025 presented many opportunities to put these principles into action and to make meaningful progress in each.

Public safety requires a team approach, all of us working together. Our team understands that true public safety thrives when we include all stakeholders and criminal justice partners. Throughout FY 2025, our Operations Team engaged stakeholders across the State and beyond to promote education, collaboration, and transparency in the parole process. By working closely with law enforcement, community organizations, and justice

partners, we strengthened trust and fostered a shared commitment to enhancing public safety for everyone.

This year, we continued our commitment to educating criminal justice partners and the public about the Board's constitutional authority and scientific, evidence-based decision-making. When our partners understand the scientific, data-driven processes guiding our work, they are better positioned to support informed and equitable outcomes. I am especially proud of our divisional directors and leadership teams for their efforts to make this engagement a daily practice across pre- and post-release functions, investigations, as well as in our victim services initiatives.

Engagement also extends behind the walls. We met directly with incarcerated individuals across state, county, and private facilities, emphasizing that they hold the keys to their own success through personal accountability, rehabilitation, and growth. We also met with support networks, families, advocacy groups, and defense representatives to educate them about the parole process and how they can support successful reentry.

FY 2025 was also a year of organizational enhancement. As an agency, we undertook a significant reorganization

more ▶



Letter from the Executive Director *continued*



designed to strengthen operations across all divisions and better align services with the stages of the clemency process. Two major outcomes were:

- Transferring the Pardons and Restoration of Rights functions to the Post-Release Considerations Division; and,
- Establishing an independent Investigations Division to support both Pre-Release, Post-Release, and Victim Services.

This restructuring has enhanced efficiency and improved support for the Board's decision-making responsibilities, ensuring the highest level of operational excellence.

Although the Georgia Board of Pardons and Paroles is recognized nationally as a leader among paroling authorities, we remain committed to continuous improvement. In FY 2025, our engagement extended beyond state and national borders. Georgia proudly hosted the Association of Paroling Authorities International (APAI) Annual Training Conference in Atlanta, where our team served as the host committee. The event's success showcased Georgia's leadership in evidence-based parole practices and fostered valuable partnerships with state and international counterparts.

Before the conference, we were honored to host the National Parole Board of Zambia for a week of professional exchange, sharing best practices, operational insights, and mutual learning. Since the conference, we have continued to collaborate with other paroling authorities, including

Arkansas, Louisiana, and Texas, to explore innovations that strengthen decision-making and promote public safety across jurisdictions.

FY 2025 also marked a historic and compassionate milestone: the launch of the nation's first Comfort Dog Program within a parole board. Our comfort dog, Asher, and his handler serve in the Georgia Office of Victim Services, offering comfort to crime victims, agency staff, and members of the public affected by trauma. This initiative, in partnership with the Department of Corrections and the Department of Community Supervision, has quickly proven to be an invaluable resource, enhancing wellness, fostering resilience, and inspiring similar efforts in other states.

As I reflect on the accomplishments of the past year, I am humbled by the dedication, professionalism, and heart of the men and women who make this agency exceptional. Their commitment to the mission of public safety and second chances strengthens not only this organization, but the communities we serve across Georgia.

It remains my honor to lead this agency, to serve alongside such dedicated professionals, and to support a Board deeply committed to fairness, integrity, and public trust. Together, we continue to advance a safer, stronger Georgia.

Chris Barnett
Executive Director



Pre-Release Considerations Division

Parole Consideration / FY 2025

The Pre-Release Considerations Division encompasses the parole decision making process. Division staff prepare or initialize the case so the Board can make a scientific, data-driven parole decision.

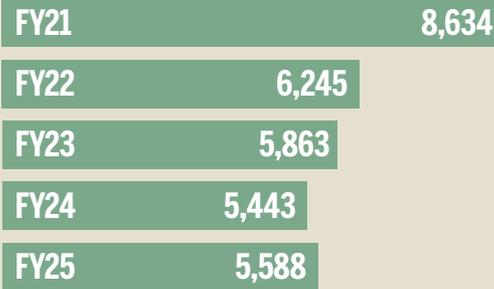
A parole eligible offender is not entitled to parole, however, by law; those who are eligible for consideration must be considered by the Parole Board. As a result of informed decisions, Georgia's parole consideration process keeps the public safe and assists the Department of Corrections in keeping the finite number of prison beds dedicated for the most serious offenders. The annual estimated cost avoidance to the state, due to offenders being under parole supervision as opposed to housing them in a state prison, was more than \$380 million dollars for FY25.

Parole Consideration and Decisions

Parole Board Members independently reach their decisions after reviewing a comprehensive electronic case file on the eligible offender. The file includes investigative reports, reports from the Department of Corrections, the offender's criminal history, circumstances of current offenses, information from the district attorney, victims, and other stakeholders. The Pre-Release Considerations Division provides to the Board, a thorough assessment and a recommended number of months-to-serve based upon the application of the Parole Decision Guidelines Rating System, if applicable. (Information contained in the parole case file can be found on page 20 of this report.)

Eligible inmates are automatically considered for parole. Three of the five board members must agree

FY21-FY25 PAROLE RELEASES



During FY25, the Georgia Parole Board released **5,588 offenders from prison**. This total represented 145 more parole board-initiated releases from the previous fiscal year.

on a decision. In FY25, there were **16,596** offender files initiated or prepared by the Pre-Release Considerations Division for parole consideration by the Board. For more information about parole eligibility and the Parole Decision Guidelines Rating System visit: www.pap.georgia.gov.

GPEDS Electronic Case Management

The process of preparing a case for consideration by the Board is completed electronically in GPEDS (Georgia Parole Evidence-based Data System). GPEDS is effective and efficient, allowing Board Members to access the offender's case material and make parole decisions electronically. The Parole Board has eliminated the production of paper files and continues imaging remaining paper files. The agency has completed the process of submitting life-sentenced inmate cases to the Board electroni-

cally. By eliminating paper files on these cases and submitting them electronically, the Division's process is more efficient. Now all parole eligible inmate cases in Georgia may be voted electronically by the Board. GPEDS has significantly improved the agency's business processes. The electronic case file is established in GPEDS after the sentence package is electronically received from the Department of Corrections. Electronic notifications trigger actions moving the case toward a Board decision. GPEDS generates notifications to judges, prosecutors, and law enforcement regarding actions pending on parole eligible offender cases. Notifications are also generated to wardens and inmates regarding Board decisions. For FY25, 42,749 notifications (all types) were generated by GPEDS. Please see additional information regarding statutory and other notifications made by the Board later in this report. There were 4,781 preconditions to parole imposed by the Board on inmates during the fiscal year.

The Parole Consideration Process

After the agency receives an offender's sentencing information electronically from the Department of Corrections, parole investigators collect details of conviction offenses, interview inmates for personal history statements and complete post sentence investigations. For cases requiring a Tentative Parole Month (TPM) decision, what is referred to as a guidelines case, hearing examiners review the information contained in the investigations. To make equitable recommendations to the Board Members, hearing examiners process and prepare rating summaries utilizing the agency's Parole Decision Guidelines Rating System. Following the hearing

examiner's review, the cases and recommendations are electronically forwarded to the Board Members for consideration. Board Members then individually consider each case and vote electronically. The members may agree with the time-to-serve recommendation provided by the Parole Decision Guidelines Rating System, or they may deviate from the recommendation by increasing or decreasing the number of months to be served before parole is granted. The Board also has the authority to deny parole.

Parole Decision Guidelines Rating System

When considering parole for those offenders who will become statutorily eligible for parole consideration and who are serving less than a life sentence, the Board reviews a recommendation of months, or a percentage of the sentence to serve. This recommendation is obtained from the Parole Decision Guidelines Rating System or the guidelines. The guidelines account for the severity of the crime and the offender's risk to reoffend. The offender's risk to reoffend is determined by weighted factors concerning the offender's criminal and social history that the Board has found to have value in predicting the probability of further criminal behavior. The higher the crime severity level, the more serious the offense, and the more likely it will be recommended that the offender serve a longer period prior to parole. More information regarding the Board's application of the current Parole Decision Guidelines Rating System can be found at <https://pap.georgia.gov/parole-consideration/parole-consideration-eligibility-guidelines>.

Information Considered When Determining Who Gets Paroled?

What information is considered when determining who gets paroled? In a guidelines case, the recommendation is derived from application of the Parole Decision Guidelines Rating System regarding the time the offender should serve prior to parole or if the offender should be denied parole and serve the entire prison sentence. The Board considers the recommendation and decides whether to agree. Because the Board has constitutional authority and discretion to determine parole, the following is information that may be in the parole file that the Board Members can consider when determining if an eligible inmate receives parole:

- ▶ aggravating circumstances
- ▶ victim impact statements
- ▶ prosecutor/judicial statements
- ▶ legal investigations including details and circumstances of the crime(s)
- ▶ the parole guidelines recommendation, if applicable
- ▶ inmate progress reports
- ▶ inmate interviews
- ▶ program completions/failures
- ▶ prison conduct
- ▶ inmate disciplinary reports
- ▶ amount of the prison sentence served

- ▶ inmate's mental health status and progress
- ▶ if probation is to be served after confinement
- ▶ offender's age at the crime commit date
- ▶ prior parole considerations
- ▶ number of prior arrests
- ▶ number of prior felonies
- ▶ prior revocations
- ▶ prior incarcerations
- ▶ personal history statement
- ▶ parole release plan

Many documents in the parole file on the offender are public. They may include (if applicable to the offender) but are not limited to:

- ▶ sentencing documents
- ▶ notifications to the offender regarding the Board's decision
- ▶ notice of consideration for parole prior to serving one-third of the sentence (only if applicable)
- ▶ notice of the final decision to parole
- ▶ correspondence sent by the Board in response to an offender's correspondence or in response to correspondence sent on behalf of the offender
- ▶ parole certificate
- ▶ notice of the preliminary revocation hearing
- ▶ the preliminary hearing summary
- ▶ the waiver of the preliminary revocation hearing
- ▶ notice of the final revocation

- ▶ hearing
- ▶ the waiver of the final revocation hearing
- ▶ revocation orders
- ▶ the public portion of the revocation hearing recording
- ▶ court production orders
- ▶ detainers
- ▶ subpoenas
- ▶ Board arrest warrants
- ▶ the certificate of discharge from parole
- ▶ the pardon order
- ▶ restoration of political and civil rights order
- ▶ commutation order
- ▶ Board orders in death penalty cases

Documents protected by Georgia law from public disclosure include but are not limited to:

- ▶ victim correspondence
- ▶ the offender's medical information
- ▶ GCIC/NCIC reports
- ▶ the hearing examiner's executive summary of the offender's case
- ▶ the Board ballot
- ▶ the offender's residence plan verification
- ▶ correspondence to the Board including from those opposing parole for the offender
- ▶ parole investigations
- ▶ pardon application
- ▶ petition for commutation of a death sentence



Tentative Parole Months (excludes inmates serving life with parole eligibility)

After receiving the case from the hearing examiner, a Tentative Parole Month (TPM) is set when three of the five board members agree on a specific amount of time that the offender should serve before being granted parole. Inmates receive written notification of the Board's decision. The Tentative Parole Month or "tentative grant" can be rescinded at any time. The TPM is not a release date or a final parole release decision. An inmate's TPM status is available on the agency's website. The Inmate TPM Lookup (Offender/Inmate Parole Status) link is located on the home page at www.pap.georgia.gov.

Georgia Department of Corrections' Performance Incentive Credit (PIC) Program

The Georgia Department of Corrections operates an inmate Performance Incentive Credit (PIC) pro-

FY21-FY25 PICs Awarded

FY21	36,257
FY22	30,313
FY23	26,855
FY24	29,962
FY25	30,710



gram. By completing rehabilitative programming while incarcerated, state inmates can work toward an earlier possible parole release. The Parole Board determines which parole eligible inmates who have earned PIC may be allowed an earlier release on parole. The PIC program prepares offenders for success after release and assists the state in better utilization of prison beds at a cost savings to taxpayers. Inmates deemed eligible by the Department of Corrections for the PIC program may have their TPM (Tentative Parole Month) advanced a few months by completing educational, vocational, treatment programs and work details during their incarceration. The Parole Board Members have discretion to determine if an inmate who has earned PIC through program completions will have his/her established TPM moved to an earlier date. If the Board grants earned PIC to an inmate, the TPM is updated and the process toward a final release decision continues. In FY25, the Parole Board members granted 30,710 PIC or PIC points to state inmates who had earned them by completing specific programming and work details. Each PIC point equals one month that a TPM can be changed to an earlier date.

Final Review Process

As the TPM approaches, the hearing examiner will conduct a final review of the offender's case file. The final review determines if there is any reason a release date should not be set. Parole could be delayed or denied because of the offender not completing required programming, prison misconduct, or because of detainers, warrants or new sentences. A release date that is set can be rescinded at any time prior to the release.

Statutory and Board Notifications

The parole consideration process in Georgia allows for correspondence about the case to be sent to

the Board at any time during the offender's incarceration up to the point of a parole release. The Board solicits information by sending notifications throughout the process to stakeholders including victims, judges, and prosecutors. Registered victims of a crime are given notification at the time the Board is considering a parole release, allowing for a period for the victim to send the Board information about the case. (O.C.G.A. § 17-17-13)

Registered crime victims may also use an automated system to call and receive an offender status update. (Review GA-V.I.P. at <https://pap.georgia.gov/victim-information-program-vip>)

The state's prosecutors routinely provide information to the Board regarding cases. During the post-sentence investigation conducted by parole investigators, the judge and the district attorney can provide information and their view of the case. To ensure the Board has current information about cases, the Board sends a notification to judges and district attorneys six months prior to specific offenders becoming parole eligible. This notification is sent regarding "serious felony" cases. The Board sends the "second solicitation/notification" to the judge and district attorney informing them that the Board is preparing the case for statutory parole consideration and is requesting information about the case. In FY25, 2,485 of these case notifications or second solicitations/notifications were sent to judges and prosecutors. These notifications are sent regarding offenders convicted of serious felonies. The offenses included in this notification process can be found at <https://pap.georgia.gov/parole-consideration/parole-process-georgia>.

As a result of legislation enacted in 2017, the Parole Board notifies the district attorney if an offender convicted of a serious violent felony is under consideration for parole release. The notification is made at a minimum of 90 days prior to the final decision to parole. Those serious violent felonies are

murder, armed robbery, kidnapping, rape, aggravated child molestation, aggravated sodomy, and aggravated sexual battery. The Board, according to the statute, also gives the offender being considered an opportunity to submit information. The additional notification allows for another opportunity for the Parole Board Members to receive additional information or current community views regarding the possible parole for the offender. In FY25, the Board sent 90-day notifications in 324 cases. (O.C.G.A. § 17-10-6.1.) & (O.C.G.A. § 42-9-43(c) (1))

Judges, district attorneys, sheriffs (of the county of residence prior to the arrest and the county of conviction) and registered victims also receive a 72-hour statutory notification that the offender is about to be paroled. The Board may receive information about the case during this period. (O.C.G.A. § 42-9-47) The Pre-Release Considerations Division, in addition, sends the 72-hour notification in "serious violent felony" cases to the district attorney and sheriff of the county where the offender is being released to, if different from the county of conviction. If released on parole, parole certificates are forwarded to the clerks of court for each docket the inmate received parole.

Life Sentence Parole Considerations for inmates who are parole eligible according to state law

Inmates serving a life sentence are considered when they become eligible under Georgia law (see State Law and Life Sentences).

Unlike other offenders, the Board's guidelines are not applied and a TPM is not the result of the Board's decision. The Board's decision is either to grant or deny parole. If parole is denied to an inmate serving life, the Board, by policy, will reconsider the case again at least once every eight years. The duration between considerations is a decision made



FY 2025 Parole Decisions for Parole Eligible Inmates Serving Life Sentences for a Serious Violent Felony

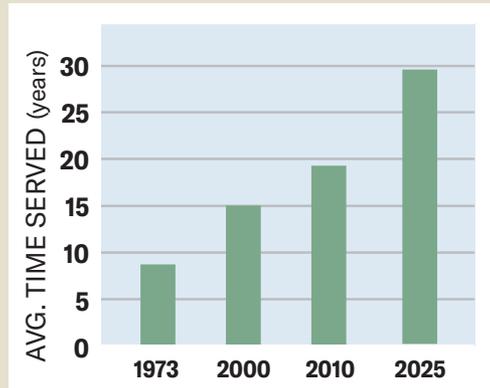
Lifers serving for a Serious Violent Felony - Granted/Released in FY25

87

Total Lifers Considered for parole in FY25

2,277

Life Sentence Time Served for Serious Violent Felonies – Parole Eligible Offenders



In 1973, life-sentenced inmates convicted of serious violent felonies served less than nine years in prison, on average, before being released from prison. By the year 2000, the average had increased to more than 15 years. By 2010, the average time served on a life sentence prior to a release was nearly 20 years and in FY 2025, the average time served was 29.6 years.



by the Board. Inmates serving life who have been denied parole and have a scheduled reconsideration date may receive expedited parole reviews if the Board receives new information that warrants an earlier review. A parole eligible inmate serving a life sentence who receives a “grant” parole decision may be required to complete a Department of Corrections’ work release program as a precondition to parole.

State Law and Life Sentences

Since 1995, there have been two statutory changes pertaining to serious violent felonies that determine the minimum amount of the sentence to be served to become parole eligible for offenders sentenced to life with parole eligibility. If a crime considered to be a “seven deadly sins” offense was committed prior to 1995, the offender is eligible after seven years. Beginning in 1995, offenders committing these crimes became eligible after serving 14 years. If the crime is committed after June 30, 2006, the offender is eligible for parole after serving 30 years.

Critical Analysis Unit

The mission of the Critical Analysis Unit (CAU) is to investigate, prepare and submit specialized parole eligible cases to the Board for consideration and to support the operations of the Pre-Release Considerations Division through comprehensive audits, analysis and continuous training and development. Analyzing, understanding, and providing information to the Board regarding crime trends and criminal behaviors is important to the Board to make an informed decision regarding a release. CAU personnel are on call 24-hours a day, seven days a week, assisting the division with operations and responses to critical incidents and major investigations involving parole eligible offenders housed by the Georgia Department of Corrections. This unit collaborates with the Georgia Department of Corrections regarding Security Threat Groups (STG), gang offenders, offenders with Immigration and Customs detainers and those offenders who are classified with medical requirements in order to provide Parole Board

FY25 PRE-RELEASE CONSIDERATIONS

Parole Certificates	4,037
Out-of-State Parole Orders	294
Conditional Transfers	710
Out-of-State Conditional Transfers	128
Supervised Reprieves	409
Out-of-State Supervised Reprieves	0
Commutations	0
Medical Reprieves	10
Out-of-State ICE Orders	0
Total Prison Releases by Parole	5,588
Total Guidelines Decisions	13,743
Life Sentence Cases Denied	2,154
Life Sentence Cases Granted/released (Total includes the 87 SVF life sentence cases)	123
Total Life Sentence Case Decisions	2,277

THE CRITICAL ANALYSIS UNIT’S RESPONSIBILITIES INCLUDE:

- Managing the operational plan for the Division’s intelligence functions, including the mission, goals, and objectives, as a guide to submitting cases to the Board.
- Researching and analyzing data to develop forecasts, estimates and models to support recommendations.
- Developing and coordinating proficiency training and audits in the various units within the Division to maintain effective and efficient operations.



Members with critical case information prior to the parole decision. The Pre-Release Considerations Division is tasked with preparing cases for the Board to consider. The first step in processing cases for consideration is referred to as initializing the case. This includes reviewing the sentencing package for completeness, determining consideration type, and requesting legal investigations. In FY25, 16,596 cases were initialized.

In FY25, the Board considered 20,364 cases for releases or future tentative parole months.

- 2,277 life sentenced cases
- 13,743 guideline cases
- 4,344 short sentence cases

The Board's Critical Analysis Unit is staffed by subject matter experts responsible for conducting final reviews and for auditing cases to ensure correctness. In FY25, 10,360 final reviews were completed, and random audits were completed to verify the accuracy of case evaluations, risk level assessments and assigned crime severity levels.



PAROLE PROCESS PRE-DECISION



PAROLE PROCESS POST-DECISION



Post-Release Considerations Division

The Mission of the Post-Release Considerations Division is to serve and protect the citizens of Georgia and the State Board of Pardons and Paroles by:

- Engaging internal and external stakeholders,
- Effectively partnering with other public safety agencies,
- Efficiently managing GCIC, Interstate Compact, Commutations, Parole Violations, and Restoration of Rights.

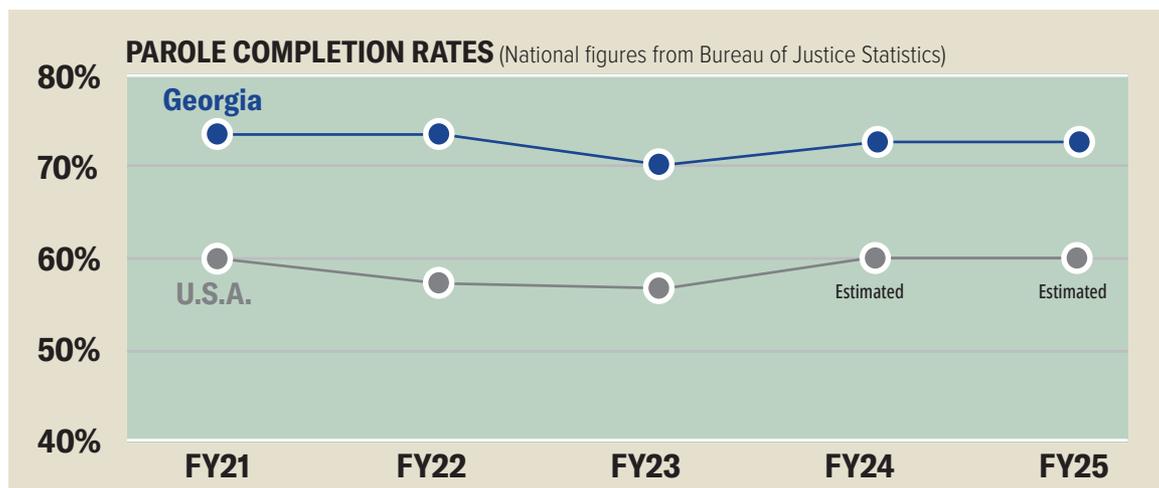
The Post-Release Considerations Division ensures that violations of parole conditions by offenders are quickly addressed. If the Board determines that revocation is appropriate, the offender's parole is revoked, and the offender is returned to prison. The division facilitates the revocation process, the commutation evaluation process, the Interstate Compact process, and Pardons and Restoration of Rights for the Board. The Post-Release Considerations Division has four units: the Scanning and Imaging Unit, the GCIC/Violations Unit, the Interstate Compact Unit, and the Pardons and Restoration of Rights Unit.

FY25 Parole Population

During Fiscal Year 2025 (FY25), the population of offenders on parole under community supervision decreased from 15,105 on July 1, 2024, to 14,568 on June 30, 2025. The number of offenders discharged from parole was 4,729. The percentage of successful parole completion was 73% for the fiscal year. The cumulative number of offenders under parole supervision during the fiscal year was 21,151. Offenders released on parole are supervised by the Georgia Department of Community Supervision.

Parole Violations

The Parole Board enhances public safety by quickly



responding to offenders who violate the conditions of their parole. Violations of parole consist of new criminal charges (felony and misdemeanor) and technical violations related to failing to follow the conditions of their parole. The offenders who violate the terms of their release may have their parole revoked and be returned to prison. When a violation occurs, the supervising officer generates a report detailing the delinquent behavior. Upon receipt of the report, the district operations manager conducts a thorough case investigation to determine what action the Board should take in the best interest of public safety. The recommendation to the Board could be treatment referral up to revocation of parole.

Warrants/GCIC

State law authorizes the Parole Board Members to issue warrants for the arrest of alleged parole violators. Upon notification that an offender has violated the conditions of release, the district operations

manager reviews the violations and the case history to determine if a Board warrant should be issued to immediately place the offender into custody. In FY25, a total of 3,300 warrants were issued by the Parole Board. If the offender cannot be immediately located, the Parole Board warrant is then placed in the Georgia Crime Information Center (GCIC) system or the National Crime Information Center (NCIC) system. Both systems are connected to the Criminal Justice Information System (CJIS) database that is used by law enforcement agencies for wanted person entry. In FY25, the GCIC Unit entered 1,864 warrants into the GCIC/NCIC system. By accessing the system, law enforcement agencies know if an offender should be taken into custody.

Revocations & Parole Revocation Hearings

During FY25, the Board revoked 1,273 parole violators returning the offenders to prison to serve their sentences in confinement. The number of offenders



PAROLE REVOCATIONS FY21-FY25

FY21 2,373

FY22 1,825

FY23 1,552

FY24 1,437

FY25 1,273

revoked decreased by 11.41% (-164) from the previous fiscal year. Of the FY25 total number of revocations, less than 1% were revoked based on technical violations which include but are not limited to; drug use, curfew violations, or failure to pay fines and fees. A revocation can occur during a parole revocation hearing, when the offender signs a waiver removing the need for a revocation hearing, or automatic revocation if the conditions exist according to O.C.G.A. § 42-9-51. The appropriate recommendations and enforcement of intermediate sanctions, such as treatment referral, administrative hearings, electronic monitoring, GPS monitoring, day reporting centers and parole detention centers result in the low percentage of technical parole violators being revoked and returned to prison. The purpose of intermediate sanctions is to bring the offenders who are not a threat to public safety back into compliance with their parole conditions. Upon the establishment of probable cause, parole revocation hearings are held to address violations of parole. Parole Board Members conducted 256 final revocation hearings during FY25. Each hearing is presided over by an individual Board Member who hears the evidence in the case and makes a recommendation to the full Board to either revoke parole and return the of-



fender to prison or continue parole and community supervision. Most offenders facing parole revocation proceedings admit their parole violations and sign a waiver to be returned to prison eliminating a final hearing. The district operations managers, with the assistance of the violations support team, are responsible for scheduling and managing the parole revocation hearing process. Parole revocation hearings are conducted from remote locations throughout the state via video conferencing. For video conference hearings, the offender, the officer of record and the Board Member may be in various locations. Use of this technology has reduced travel costs for all three agencies involved in the process, the Parole Board, the Department of Corrections, and the Department of Community Supervision.

Commutations

The State Board of Pardons and Paroles may grant other forms of clemency to meet special needs of the criminal justice system. The Parole Board has the authority to commute an offender’s sentence to time served. This includes offenders serving parole. Offenders serving parole may petition to have their prison sentences commuted by the Board. Senate Bill 174, passed in 2017, included a provision requiring the Board to consider commuting the sentences of specific offenders serving a split sentence who have successfully completed twelve (12) consecutive months of parole supervision (O.C.G.A. § 42-8-21). Under provisions of the legislation, offenders must have probation to serve following the prison portion of their sentence. The district operations managers

conduct a thorough investigation of cases meeting the criteria for consideration by the Board. During FY 2025, the Parole Board considered 284 cases for commutation under SB174 and commuted forty (40) cases that met the strict criteria of the Board. Under SB174, the prison/parole portion of the sentence ends and the case transfers to probation supervision.



Pardons Granted/ Denied FY25

Applications received
(all types – pardons and RR) **874**

Pardons granted without
firearms being restored **169**

Pardons granted with
firearms being restored **164**

Restorations of civil and
political rights **80**

Restorations of civil and political
rights with firearms restored **23**

Total applications granted
(including applications filed
in previous year) **436**

Total number of cases denied **151**



Pardon Administration Unit

The Parole Board’s pardon application and decision-making process is a post-release clemency process. The pardon application process includes thorough investigations and provides the most comprehensive information available to assist the Board in making quality pardon decisions. A pardon does not expunge, remove, or erase crimes from a person’s criminal record. A pardon is an order of official forgiveness and may be granted to individuals who have maintained a good reputation in their community and have remained crime free for a required period of years following the completion of their sentence(s), to include parole or probation.

The pardon process is continuously reviewed to ensure informed decisions are the result. The current application requires applicants to provide infor-

mation including their version of criminal offenses, justification for why they should be considered for a pardon, including a description of how they have contributed to their community. Applicants seeking a pardon for offenses requiring registration on Georgia’s Sex Offender Registry must be crime free for ten years following the completion of all sentences, as opposed to five years for all other conviction types. As a part of the application process, these applicants must also provide a current copy of their most recent risk level evaluation as assigned by the Sexual Offender Risk Review Board (SORRB), provide a psychosexual evaluation, and submit to a disclosure polygraph.

A state law adopted in 2015 created a notification process informing registered victims and prosecutors, in specific cases, when an offender is seeking

a pardon. This allows victims and prosecutors the opportunity to send the Board information about the case. The Parole Board exceeds the statutory requirements and sends these notifications regarding all applications received. During FY25, the Parole Board sent 1,647 notifications to district attorneys regarding ex-offenders applying for pardons.

In FY25, 874 pardon and restoration of rights applications were received and 436 were granted (all types). There were ten (10) fewer applications granted during the fiscal year compared to the previous year.

District Operations Managers

The district operations manager thoroughly investigates alleged parole violations and commutation requests and determines what appropriate actions

are to be recommended to the Board in the interest of public safety. This may include a Board Warrant be issued to take an offender into custody or a request for additional investigative information. The district operations managers are assigned to the ten (10) Judicial Districts in the state of Georgia and are an integral link between the Board and the Department of Community Supervision (DCS), as it relates to parole violators and commutations. District operations managers are P.O.S.T. certified officers and P.O.S.T. certified general and or firearm instructors. In addition to managing the parole violations, revocation, and commutation process, they provide training to other law enforcement and perform Board security and special law enforcement details. They are required to complete twenty (20) hours of P.O.S.T. training each year. The training includes weapons requalification.

Interstate Compact

The State Board of Pardons and Paroles, in FY25, was a member of the Interstate Commission for Adult Offender Supervision (ICAOS). ICAOS is responsible for creating and upholding the rules of the Commission. ICAOS comprises all fifty (50) states, the District of Columbia, Puerto Rico, and the United States Virgin Islands. The State Board of Pardons and Paroles' Interstate Compact Unit is responsible for processing the transfer of all Georgia inmates paroled to an out-of-state residence. In addition, the unit responded to violations, conducted probable cause hearings, handled extraditions, and addressed victim issues relating to these cases. During FY25, the unit released 329 offenders to out-of-state supervision.

As of June 30, 2025, there were 2,188 Georgia offenders under active parole supervision in Compact states and 1,271 other Compact state offenders on parole supervision in Georgia.

Another responsibility of the unit is to release

foreign national offenders to Immigration and Customs Enforcement (ICE) detainers. Via the ICE Rapid REPAT (Removal of Eligible Parolees Accepted for Transfer) Program, in FY 2025, no foreign national offenders were released to ICE for deportation resulting in no cost avoidance.

Scanning and Imaging

The Scanning and Imaging Unit supports the Parole Board's electronic data-based systems and processes. In FY 2025, the unit scanned 54,576 documents into the Portal, GPEDS, and TRIM case management systems, which the Board uses for parole decisions. Additionally, the unit daily images offender-related documents such as correspondence, revocation documents, pardon documents, and victim notifica-

tions. During FY 2025, 13,582 archived files were imaged, with about 113,877 remaining.

New Direction Recovery Program

The New Direction Recovery Program located at the Treutlen Probation Detention Center is an intensive addiction program for parolees who are both higher risk and higher need offenders who were not successful in community-based treatment and supervision. The Parole Board utilizes the program as an alternative to revocation for some offenders. For FY25, thirty-six (36) parolees were referred to the program. As of June 30, 2025, fourteen (14) parolees had graduated from the program during the fiscal year and were returned to parole supervision. Some graduates were enrolled during the previous fiscal year.

2025 Fiscal Year Cost Avoidance \$380 MILLION

The fiscal year cost avoidance is calculated based on the FY25 cost per day to incarcerate a state inmate in Georgia (*\$80.31) compared to the community supervision cost per day (\$3.13). In FY25, the annual cost avoidance to the prison system because of offenders serving their sentence on parole is calculated at more than \$380 million.

FY24 **\$343 million**

FY23 **\$319 million**

FY22 **\$376 million**

FY21 **\$404 million**

* Most recent Ga. Dept. of Corrections' cost per day

Cost Avoidance

The graph below for FY21-FY25 shows cost of incarceration versus cost of supervision, per day, for state of Georgia.

COST PER DAY



* Most recent Ga. Dept. of Corrections' cost per day



Investigations Division

Parole and Criminal Investigators

During Fiscal Year 2025, the Board's investigators transitioned to a stand-alone division of the agency. Reports completed by the investigators provide critical information necessary for the Parole Board Members to make scientific, informed, data-driven decisions. Public safety depends on the completeness and accuracy of the reports.

Fifty-six (56) investigators work in the Investigations Division. The agency has three classifications of investigators. In FY25, the investigators completed 33,221 investigations for the Parole Board.

Parole Investigators

Thirty-three (33) investigators are assigned to the field and complete post sentence investigations and profiles for all offenders sentenced by Georgia courts. Parole investigators conduct and complete investigations collecting information about the offender's conviction offenses.

These investigators are deployed across the state to be able to meet with district attorneys and visit courthouses and law enforcement organizations in order to gain access to criminal and conviction records. The information is placed in the electronic case file maintained on the offender and becomes part of the parole consideration process.

Institutional Investigators

Nine (9) investigators are assigned to work within the prisons to conduct personal history investigations during the diagnostic process at which time they will interview inmates.

These investigative reports include information regarding the offender's pre-incarcerated social history. It is a comprehensive report that may in-



clude educational information, information about parents, siblings, and other relatives and social economic information covering the years prior to incarceration.

Information collected provides both the prison system and the parole board with information used to formulate a case plan for the offender which includes necessary programming geared toward re-

habilitation and providing the individual with tools and skills needed for successful reentry.

Criminal Investigators

The Board has fourteen (14) P.O.S.T. (Georgia Peace Officer Standards and Training Council) certified criminal investigators who conduct face-to-face interviews and complete post sentence investigations

for inmates serving a life sentence with the possibility of parole and these investigators interview all former offenders who are applying for restoration of civil and political rights, a pardon, or a pardon with firearm restoration. These investigators utilize their experience and interviewing techniques to collect necessary information required by the Board Members to make decisions in these cases.





Georgia Office of Victim Services

The Georgia Office of Victim Services (GOVS) plays a crucial role in ensuring that the voices of registered crime victims are heard at every stage of the post-conviction process. Representing three state agencies: the Georgia Department of Corrections, the State Board of Pardons and Paroles, and the Georgia Department of Community Supervision, GOVS provides essential services to victims whose offenders are in prison or under community supervision.

GOVS keeps registered victims updated on the parole status of their offenders and notifies them if an offender is being considered for parole or has been released from confinement. This proactive approach ensures that victims are not left in the dark about the status of their offenders. Moreover, GOVS operates the Georgia Victim Information Program (GA-V.I.P.), which is a 24-hour automated information system providing victims and their families with access to information about their offenders. The office corresponds directly with victims to

empower them with the information they need to stay informed and involved in the criminal justice process.

In FY25, **11,872** phone calls from or to victims were handled by staff, **32,808** outgoing correspondences were sent to victims in response to concerns, and **10,044** correspondences were received from victims and filed with the office.

Georgia Victim Information Program - GA-V.I.P.

The Georgia Victim Information Program, GA-V.I.P., is a 24-hour automated information system. It provides registered crime victims and their family members with access to information about their offender. Victims can register with GA-V.I.P. by completing a victim impact statement or crime victim notification request form. The forms can be filled out online at www.pap.georgia.gov or requested by calling 404-651-6668 or 1-800-593-9474. Upon registration, victims are issued a Personal Identification

Number (PIN). By accessing the system (1-800-593-9474), victims can learn the status of the offender. Additionally, through GA-V.I.P., registered victims receive information regarding a prison release after the inmate completes the court-ordered term of incarceration (end of sentence), or if the inmate is placed on community supervision. For FY25, there were **3,300** new GA-V.I.P. registrants, and **4,801** phone calls from victims were logged into the system. The system made **2,131** calls to victims.

Victim Offender Dialogue

The Victim Offender Dialogue (VOD) program offers a structured, safe environment for victims of violent crimes to engage in a one-on-one meeting with their offenders. This program is designed to allow victims to ask crucial questions that only the offender can answer, providing a unique opportunity for dialogue that is centered on the victim's needs. The primary objective of the VOD program is to ensure that the victim's voice is heard and to help

GEORGIA OFFICE OF VICTIM SERVICES FY25 BY THE NUMBERS

11,872

telephone calls handled

32,808

pieces of correspondence sent

10,044

pieces of correspondence received



the offender comprehend the full impact of their actions. Initiated solely by the victim, this program requires the offender's voluntary participation and their acknowledgment of their role in the crime. The offender must also understand that participation does not influence any considerations by the Board. The process demands thorough preparation, spanning several months, facilitated by trained professionals. These facilitators play a pivotal role in building trust and honesty with both parties, guiding them through the preparation phase and ensuring that all involved are adequately prepared for the face-to-face dialogue.

In Fiscal Year (FY) 2025, seven (7) VOD dialogues were initiated. Eleven (11) more dialogues are in the process of being completed in FY 2026.

Victim Support Partners

The Victim Support Partners (VSPs) program is a comprehensive network throughout the entire state, made up of crime victims registered with the Georgia Office of Victim Services. Within this network, dedicated victim volunteers spend time offering aid, counsel, and solace to other crime victims during the post-conviction phase. These Victim Support Partners meet regularly for group gatherings, participate in Victim Impact Sessions, and assist other survivors as they prepare for Victim Offender Dialogues. Additionally, they actively engage in community activities supported by the Georgia Office of Victim Services, further emphasizing the program's dedication to promoting a culture of support and recovery.

Victim Impact Sessions

During Fiscal Year 2022, Victim Impact Sessions (VIS) were introduced. These sessions provide an opportunity for victims whose offender is within twelve to eighteen months of parole consideration to discuss their case in a small group setting with a Georgia Parole Board Member, a GOVS staff member, and a senior hearing examiner, who works in the Board's Pre-Release Considerations Division. By focusing on cases that are about to be reviewed by the Board, the Board is able to receive more current and timely information from both the victim and the district attorney. Since April 2022, thirty-eight (38) Victim Impact Sessions have been conducted, and 584 victims have had the opportunity to meet with the Board. In FY25, sixteen (16) Victim Impact





Sessions were conducted. The sessions were conducted in the Cobb, Oconee, Gwinnett, Douglas, Macon, Griffin, Bell-Forsyth, Conasauga, Houston, Tifton, West Georgia, Ogeechee, Dublin, Alapaha, Western, and Lookout Mountain judicial circuits.

Fiscal Year 2025 Victim-Centered Events and Highlights

During Fiscal Year 2025, the Georgia Office of Victim Services actively engaged with communities across the state to raise awareness of victims' rights,

promote available services, and foster stronger partnerships with law enforcement, prosecutors, and community organizations.

The Georgia Office of Victim Services participated in more than a dozen events statewide, connecting with nearly 2,000 individuals through outreach, education, and advocacy. These efforts reflect their ongoing commitment to ensuring crime victims are informed, supported, and empowered throughout the post-conviction process.



Fiscal Year 2025 events:

- Greater Hopewell CME Church Summerfest
- Clayton County Police Department National Night Out
- Austell Police Department National Night Out
- Dunwoody Police Department National Night Out
- Fulton County DV Task Force: Intersectional Culture Resource Fair
- Stone Mountain Alumnae Chapter of Delta Sigma Theta, Inc.: DV Awareness Event
- Fulton County Domestic Violence Day Event
- Jusbutta LLC Presents: When She Survives – Resilience and Redemption
- Sister's Empowerment: Walk a Mile in Her Shoes 5K
- Pups and Pumps: Handlers Against Domestic Violence & Sexual Assault
- Douglas County Trek or Treat 5K Justice Run
- Clayton County Annual Trunk or Treat
- Cobb County Homicide Support Group
- CVAC Homicide Victim Annual Memorial Service
- DJJ Youth and Families of Domestic Violence Discussion Panel

As part of National Crime Victims' Rights Week, the Georgia Office of Victim Services organized and led a panel discussion at the University of West Georgia, focusing on the theme of Connecting < Kinship > Healing. The event brought together criminal justice professionals, community advocates, and survivors to share perspectives on victims' rights and the importance of building supportive networks. This dialogue not only promoted awareness but also underscored the critical role of collaboration in advancing victim-centered practices across Georgia.

Human Resources

Human Resources FY 2025

In Fiscal Year 2025, the Office of Human Resources (HR) placed a strong focus on employee mental health and overall wellness. The EAP (Employee Assistance Program) was expanded providing benefits to staff and their household members.

The agency fosters a culture of recognition and appreciation, understanding that acknowledging the hard work and dedication of employees is crucial for morale and overall job satisfaction. Through various programs, exceptional performance and contributions were recognized, creating a positive and supportive work environment. Efforts are aligned with agency goals for retention and engagement across the workforce. Hybrid and remote work models offer flexibility, resulting in improved hiring processes and retention.

As a result of an increasing number of employees approaching retirement, a greater emphasis was placed on developing current staff and planning for succession to ensure continuity. The Office of Human Resources offers quarterly training sessions for sworn and non-sworn staff.

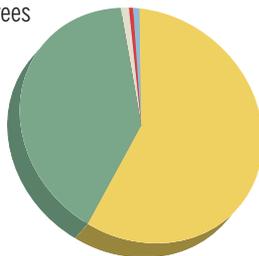
The agency's paid internship program resulted in the hiring of three college enrolled students for a six-week period. The agency's goal is to utilize the paid internship program to enhance the student college experience and recruit future criminal justice professionals to the Parole Board or another state public safety agency.

The agency employs twelve military veterans, an asset to the organization. As an equal opportunity employer, the State Board of Pardons and Paroles encourages all qualified applicants to seek employment.

Total Employees 181

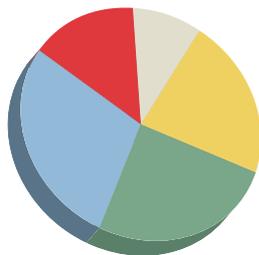
176 full-time, 5 Part time employees

Asian	2
Black	104
White	72
Hispanic	2
Other	1



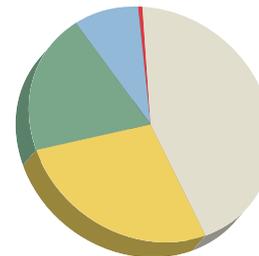
Employees By Age Group

21-30	17
31-40	39
41-50	47
51-60	51
61-70	27



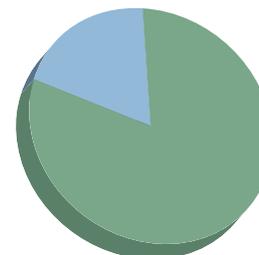
Employees By Tenure

00-10 Years	79
11-20 Years	49
21-30 Years	36
31-40 Years	16
41+	1



Employees By Gender

Female	146
Male	35



Retirement Eligibility:

Eligible currently	7.1%
Eligible in 12 months or less	4.0%
Eligible in 1 to 2 Years	1.7%
3 to 5 Years	9.7%
Cumulative within 5 Years	2.6%

Employment Statistics FY25

New Hires	15
Promotions	24
Retirements	10





Office of Training

All agency employees must complete in-service training on an annual basis. Sworn staff must complete a minimum of 20 hours annually which includes mandatory firearms requalification, use of deadly force and De-escalation and Community Policing training.

Non-sworn staff must complete a minimum of eight hours of training annually. Both sworn and non-sworn staff must complete Unlawful Harassment and Professionalism and Ethics training each year as a part of their training hours and any other training as prescribed by law.

TRAINING HOURS TAKEN BY STAFF FY25

Sworn staff	3,129
Non-sworn staff	704
<hr/>	
Training hours delivered by Parole Training Office	674



Information Technology

The Parole Board's Information Technology (IT) Unit oversees critical agency operations, including infrastructure management, system maintenance, and cybersecurity, while driving the adoption of innovative technologies that enhance efficiency and operational performance. This report highlights key initiatives and measurable outcomes achieved during the fiscal year, reflecting the agency's ongoing commitment to operational excellence, fiscal responsibility, and cybersecurity resilience.

The IT Unit continues to demonstrate strong leadership in technology modernization, cybersecurity, and operational improvement. Initiatives have strengthened the agency's digital foundation, enhanced service delivery, and achieved measurable savings. The commitment is to continuous innovation, efficiency, and safeguarding the agency's technology assets for both internal and public benefit.



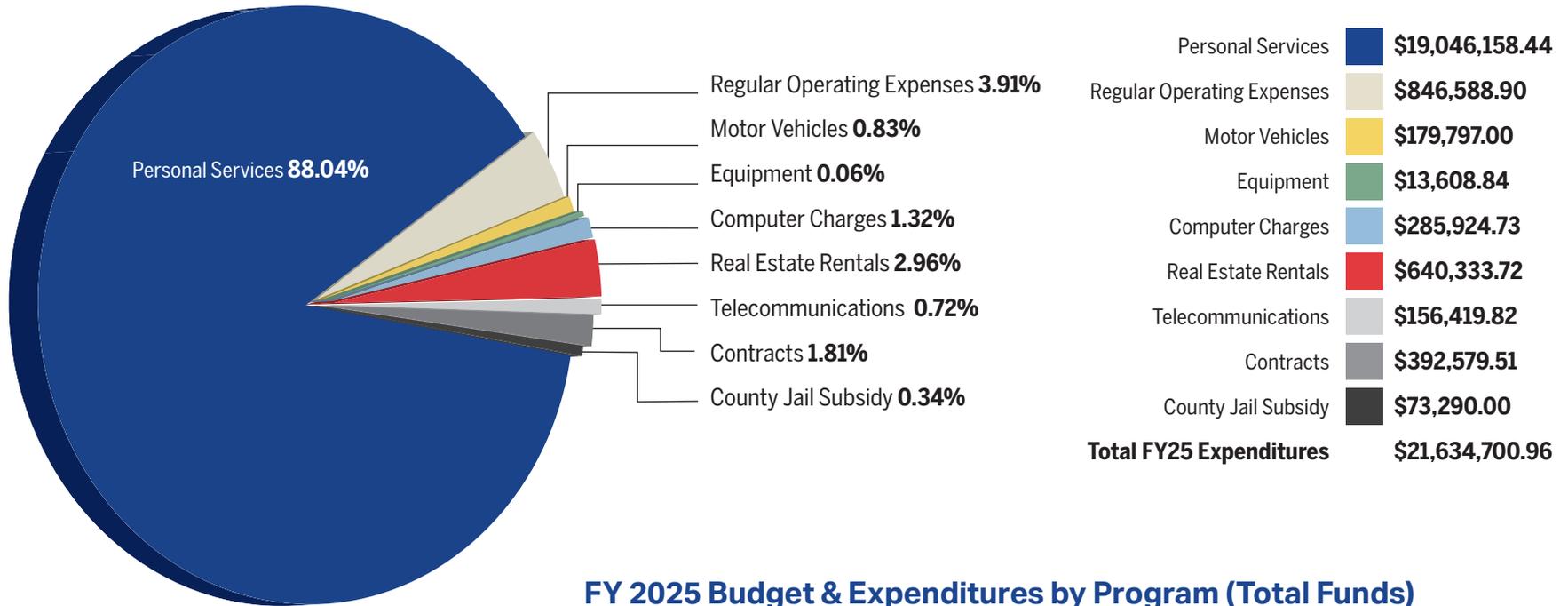
IT FY 2025 Achievements

- **Android MDM Migration**
Successfully transitioned agency Android phones to JumpClouds Mobile Device Management (MDM), at no additional cost, saving approximately \$14,000 annually.
- **Software Deployment Process**
Implemented a new deployment process that significantly reduces installation time for essential applications on user laptops.
- **IT Help Desk Dashboard**
Launched a real-time Help Desk performance dashboard to monitor support metrics such as ticket volume, response times, and resolution rates, improving decision-making and service efficiency.
- **Endpoint Detection & Response (EDR)**
Enhanced threat detection by enabling email attachment scanning in the Trellis Endpoint system, reducing exposure to malicious downloads and websites.
- **Cybersecurity Risk Assessment**
Completed a comprehensive risk assessment with the University of Georgia, achieving a cybersecurity maturity score of 3.2, indicating a defined and proactive security posture.
- **NextGen Workday SSO**
Supported the implementation of the NextGen Workday ERP system with single sign-on (SSO) access for PAP users.
- **Asset Management Integration**
Integrated asset management systems to improve equipment utilization and accessibility.
- **Electronic Merge Documents**
Developed an electronic document merge process that eliminates manual printing and scanning, streamlining revocation staff workflows and improving efficiency.



Budget

FY 2025 Expenditures by Object Class (Total Funds)



FY25 Budget Highlights

- Funds to provide a 4% cost-of-living adjustment for state employees not to exceed \$3,000.
- Funds to provide for an additional \$3,000 targeted salary enhancement for POST certified law enforcement officers.
- Funds for three Criminal Investigator positions and one Hearing Examiner position.
- Funds for training software.
- Reduced funds for personal services based on the delayed start date of new positions.

FY 2025 Budget & Expenditures by Program (Total Funds)

Program	FY 2025 Budget	FY 2025 Expenditures	% of Total Budget
Board Administration	2,607,857.00	2,589,905.56	11.9885%
Clemency Decisions	18,390,468.00	18,305,006.27	84.5426%
Victim Services	754,587.00	739,789.13	3.4689%
Total Funds	21,752,912.00	21,634,700.96	100.0000%

FY 2025 Expenditures by Fund Type (Total Funds)

Fund Type	FY 2025
State Funds	21,274,821.51
Federal Funds	102,108.00
Other Funds	257,771.45
Total Funds	21,634,700.96



STATE BOARD OF PARDONS AND PAROLES

ANNUAL REPORT FY 2025