ANNUAL REPORT FY 2013

STATE BOARD OF PARDONS AND PAROLES

"Georgia Parole: Efficient and Effective"

Nathan Deal, Governor

Albert R. Murray, Chairman

Terry E. Barnard, Vice Chairman

James E. Donald, Member

James W. Mills, Member

Braxton T. Cotton, Member

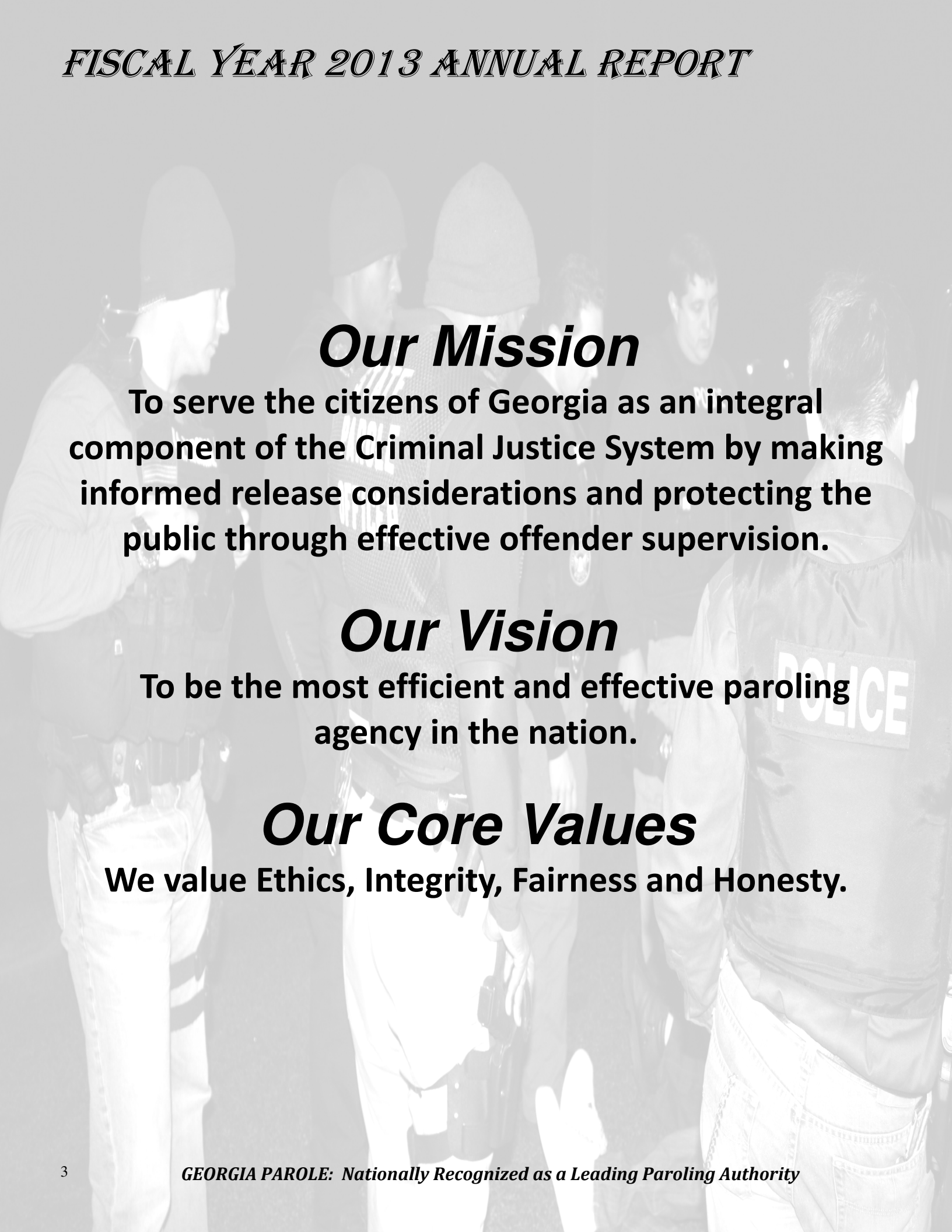
Michael W. Nail, Executive Director

Georgia™

STATE BOARD OF PARDONS AND PAROLES

"Georgia Parole: Efficient and Effective"

www.pap.georgia.gov



Our Mission

To serve the citizens of Georgia as an integral component of the Criminal Justice System by making informed release considerations and protecting the public through effective offender supervision.

Our Vision

To be the most efficient and effective paroling agency in the nation.

Our Core Values

We value Ethics, Integrity, Fairness and Honesty.

STATE BOARD OF PARDONS AND PAROLES

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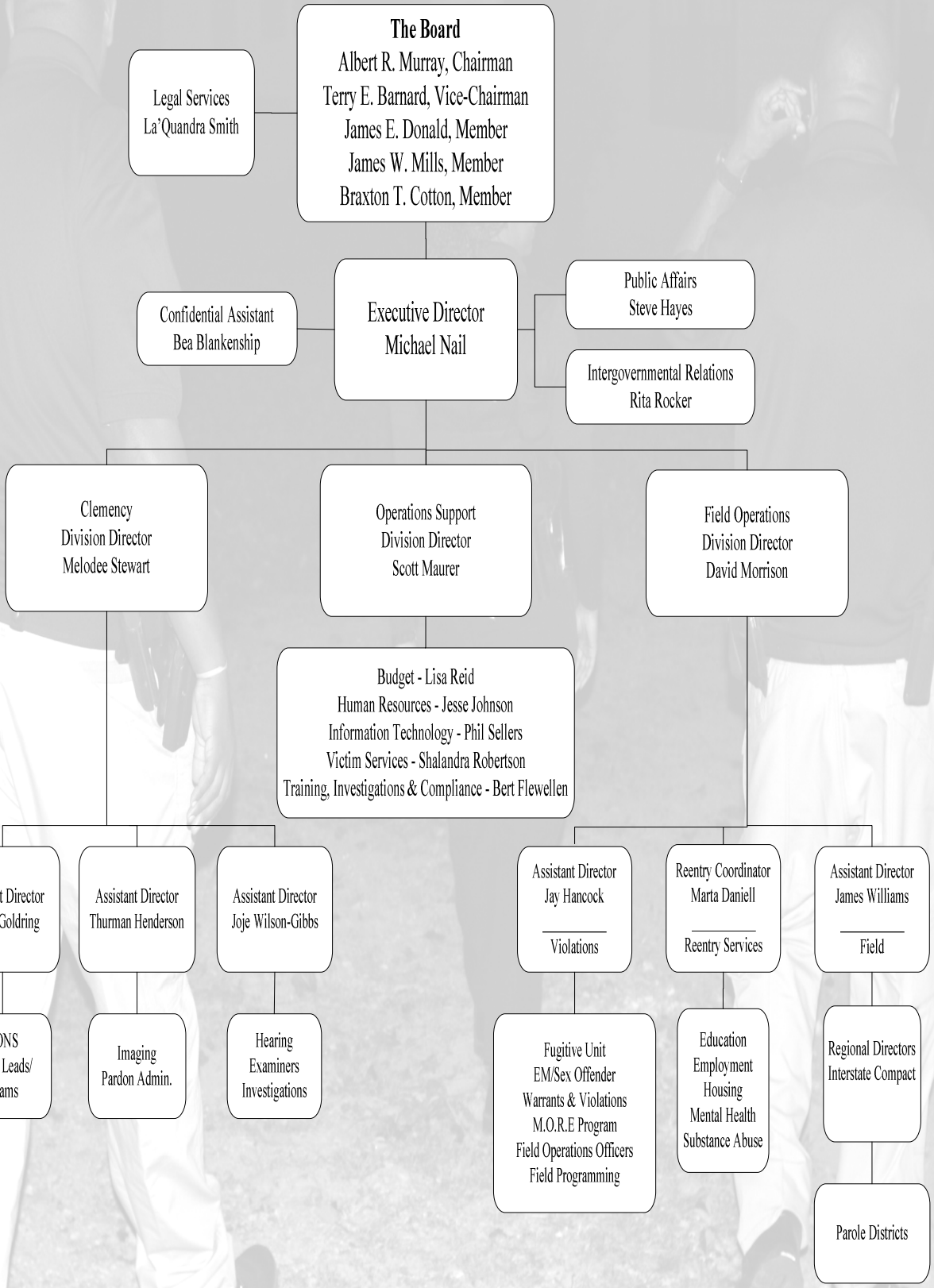
Vice Chairman Terry Barnard and staff

State Board of Pardons and Paroles



Parole Highlights for Fiscal Year 2013

***In Fiscal Year 2013 (FY13)*, the State Board of Pardons and Paroles continued a direction set the previous two years of completing its mission through the implementation of innovative programs with an emphasis on maximizing utilization of the latest technology.**

Highlights and Accomplishments for FY13

Parole Completions

For a seventh consecutive year, Georgia parolees successfully completing supervision increased. At 74%, the Georgia parole completion rate is 21% above the national average.

Virtual Office is statewide

FY13 was set to be the expansion year for the State Board of Pardons and Paroles' innovative, first-of-its-kind *"Virtual Office"* concept. However, the tightening of the state budget accelerated the already successful plan that places parole officers full-time in state vehicles, allowing for increased direct contact with parolees. A three-year plan to close parole offices was fast-tracked and completed by June 30, 2013. (page 20)

Parole officers conducting field supervision

GOOGLE Applications for Government

During the fiscal year, the State Board of Pardons and Paroles completed the agency migration to the Google Apps for Government Email and Collaboration Suite platform. Additionally, with the deployment of more than three hundred Motorola Droid Razr Maxx phones, parole officers and other agency staff have access to an extensive mobile platform allowing agency business to be conducted anywhere, anytime. Google Apps results in lower agency costs while allowing staff to dedicate more time to the critical mission of serving the public.

Max-out Reentry Program (M.O.R.E.)

Implemented in FY13, the Max-out Reentry program is a transitional period for offenders who would otherwise remain incarcerated until their max release dates. In January, the Parole Board implemented the program, and in conjunction with the Department of Corrections, began moving inmates into the program who were to "max-out" and inmates who had previously been denied parole. Parole officers work with these inmates, housed at Department of Corrections' Transition Centers, providing supervision and services as the inmates are released. (page 24)

Executive Director of Parole Michael Nail, flanked by M.O.R.E. staff, speaks with an inmate at the Macon Transition Center.

Parole Highlights for Fiscal Year 2013

AnyTrax: Voice Recognition Supervision

In the second full year of utilization, AnyTrax, a voice recognition supervision system, recorded a 97% success rate for parolees maintaining or completing supervision. Parolees with a track record of success while on regular parole supervision can be moved to AnyTrax, allowing parole officers to have more direct contact with higher risk/higher need offenders. For FY13, 3,827 parolees were reporting through AnyTrax on June 30, 2013. Less than 4% violated supervision in FY13 and were returned to regular supervision or revoked to prison. (page 21)

Parole officers check on parolees at their homes and work places to ensure compliance with supervision.

Georgia Parole on the National Stage

The Association of Paroling Authorities International (APAI) called on Parole Board Vice Chairman Terry Barnard to participate in a panel discussion at the organization's annual conference. The panel spotlighted four top paroling authorities including Georgia. In Providence, Rhode Island, Vice Chairman Barnard detailed the agency's many innovative initiatives including the Virtual Office and AnyTrax.

Joint Law Enforcement Operations

The Field Operations Division again increased the number of operations conducted with other law enforcement agencies in FY13. (page 22)

Parole in Georgia Prisons

Parole staff made 125 visits to Georgia prisons during the fiscal year, fostering a better working relationship with the prison system and increasing contact with the offender population. (page 22)

Offender Job Fairs like this one in Atlanta, help parolees find employment; a key to successful reentry.

Document Imaging

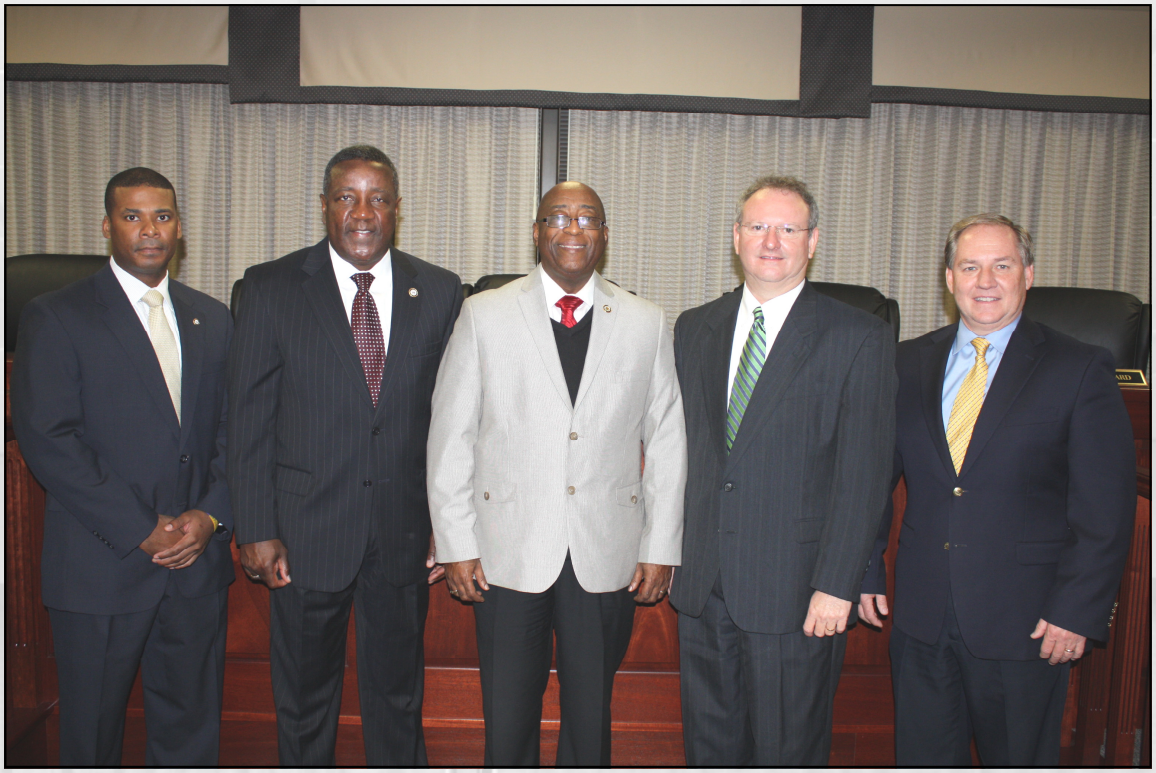
In conjunction with CONS, the agency moved closer in FY13 to a paperless system by imaging more than 19,000 active parole files. (page 17)

Offender Job Fairs

In FY13, the Parole Board joined several agencies conducting offender job fairs across the state. Job fairs were held in eight different Georgia cities in FY13. (page 25)

Video Conferencing/Video Hearings

Video conferencing was expanded in FY13 and the Parole Board is now using "Google Hangout" which carries no additional costs. This includes video conferencing for parole revocation hearings. (page 23)



Braxton Cotton, James Donald, Chairman Albert Murray, Vice Chairman Terry Barnard and James Mills

THE GEORGIA PAROLE BOARD

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 Parole Board, as part of the executive branch, serves as a check and balance on the other two branches, while managing the finite resource of state prison beds.

Unlike some states where the Governor has the authority, the State Board of Pardons and Paroles is the only entity in the state with the constitutional authority to commute a death sentence. The Parole Board is also the sole authority to make informed decisions on which inmates are deserving of parole, thereby ensuring that the state's prison beds are dedicated to the offenders who have committed the most serious crimes.

The Board's core mission is ensuring public safety by successfully managing prisoner reentry. Parole officers skillfully and carefully reintegrate offenders into the community under strict supervision. In Fiscal Year 2013 (FY13), the five members made 88,302 clemency votes. In FY13, according to the Bureau of Justice Statistics, the percentage of Georgia parolees successfully completing parole supervision was 74%, while the national average was 53%. For the past several years, the Board has maintained a success rate 20% higher than the national average. As a result, the Georgia Parole Board is nationally recognized as a leading paroling authority.

(Above) Georgia's Parole Board: The Board's members are full-time employees.

PAROLE BOARD MEMBERS

In 1943, Georgia voters ratified 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), remit sentences and remove disabilities imposed by law.

The Georgia Constitution provides that Parole Board Members are to be appointed by the Governor to serve seven-year staggered terms, subject to confirmation by the State Senate. Originally, the Board consisted of only three members. In 1973, when the prison population reached 9,000 inmates, the Constitution was amended to expand the Parole Board to five members.

The Board still stands at five members, although the prison population exceeds 55,000 inmates. The Parole Board Members are full-time employees and are professionals from various fields, including criminal justice, the legislature and private business.

Above: Georgia's Parole Board holds a monthly meeting in Atlanta.

The Honorable Nathan Deal, Governor
Members of the Georgia General Assembly
Citizens of the state of Georgia

On behalf of the citizens of Georgia and the State Board of Pardons and Paroles, I am pleased to present the agency's annual report for Fiscal Year 2013 (FY13). This report represents and describes the hard work of the more than 600 state employees who truly are dedicated to providing public safety.

As chairman and a member of this Board, I can say that I am proud of the work being done and the many accomplishments during the fiscal year. This is not a state agency striving to be average or one that has a workforce satisfied with past accomplishments. Georgia parole continues to impress our counterparts across the country with new ideas and through innovative programming and supervision techniques. We continue to respond to inquiries about our "Virtual Office" concept which sheds the parole officer and parolee of coming to a parole office and instead increases our face-to-face contacts with offenders in the community. A three year plan to close parole offices was condensed to one year and accomplished on June 30, 2013, in order to meet budget requirements, saving the state $1.5 million annually. Parole agencies want to know more about our supervision programs that are enhancing public safety through increased community supervision with the higher risk/higher need parole population.

In this report you will read about our electronic case management system which enables the Clemency Division to process cases expeditiously and allows the board members to make data driven decisions without reviewing paper documents. In FY13, the Board made nearly 25,000 more case specific decisions over the prior year.

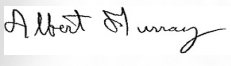
As a state agency, we are extremely cognizant of our responsibilities toward public safety. Yet as we accomplish that mission, we are maximizing resources and becoming more and more efficient. Despite fewer funds to work with and more offenders to supervise (more than 25,000), our 74% parole success rate is 21% higher than the national average.

Georgia Parole is most definitely, "efficient and effective," and we continuously scrutinize all of our business practices realizing that in today's world you get left behind if you're not out in front.

I say without hesitation that all five board members believe and feel as I do when I say that this agency has taken great strides and improved how it functions day-to-day and we will continue to do so. The State Board of Pardons and Paroles will continue to do its part regarding criminal justice reform in Georgia as we assist the Department of Corrections in managing our finite number of hard prison beds.

This board, my colleagues and I, come from varied backgrounds and bring many years of professional experience to our positions as decision makers. It is an awesome responsibility that we have, a responsibility we will never take lightly. We are blessed to be in the position to make a difference in a positive way for the state of Georgia.

Thank you



Chairman, State Board of Pardons and Paroles

PAROLE BOARD MEMBERS

Board Chairman Albert R. Murray, of Rockdale County, was re-elected chairman for FY14 by the Board and will serve in the leadership role until June 30, 2014. It is Mr. Murray's second term as chairman. Prior to being elected Chairman of the Parole Board, Mr. Murray served two, one-year terms as vice chairman.

Parole Board Chairman Albert R. Murray

Mr. Murray was appointed to serve on the Board by Governor Sonny Perdue in May 2010, leaving his post as Commissioner of the Department of Juvenile Justice. He is the longest serving juvenile justice commissioner in Georgia's history, serving in that capacity from January 2004 to May 2010.

It was Mr. Murray's long and successful career in criminal justice, specifically youth services, that brought him to Georgia. He began his service to troubled youth in his native state of Tennessee as a counselor and was promoted to Superintendent of the Tennessee Youth Center and eventually to Assistant Commissioner of the Department of Children Services and the Department of Youth Development for the state of Tennessee, a position he held for sixteen years. His successful career in Tennessee resulted in his appointment as the first commissioner of the newly created Kansas Juvenile Justice Authority in 1996. In Kansas, he worked to create a comprehensive juvenile justice system for the state, serving as commissioner until 2003. In 2003, Mr. Murray served as Deputy Commissioner of Programs for the Alabama Department of Corrections.

Mr. Murray's service to Georgia is notable. A major accomplishment as Commissioner of the Georgia Department of Juvenile Justice was the completion of all requirements for the release from the agency's memorandum of agreement with the U.S. Department of Justice on May 5, 2009, ending eleven years of federal oversight. Also, under his leadership, the agency maintained an accredited school system for the youth in custody, new community programs were added, as was an office of victim advocacy.

Mr. Murray has served for many years in several capacities as a member of the American Correctional Association (ACA). In 2009 he received the ACA's Cass Award for lifetime achievement. Mr. Murray graduated *cum laude* with a master's degree in Education from Middle Tennessee State University and he has a bachelor's degree in English from Tennessee State University.

PAROLE BOARD MEMBERS

Vice Chairman
Terry E. Barnard

Vice Chairman Terry E. Barnard, of McIntosh County, was appointed to the Board in May 2010 and reappointed December 31, 2010. He was elected vice chairman for FY13 and re-elected as vice chair for FY14.

The former State Representative served nearly sixteen years in the Georgia House of Representatives. The Coastal Georgia lawmaker served as a member of several key House Committees, including the State Institutions and Property Committee, where he served as the distinguished chairman for six years.

Mr. Barnard's legislative experience and knowledge of the Georgia Department of Corrections is proving invaluable as a member of the Board. In 1995-1996, Mr. Barnard guided through the Georgia House the framework for the State Sex Offenders Registry and Sexual Offender Registration Review Board. As a result, interested parties can easily learn if a convicted sex offender is living in a neighborhood of interest.

Mr. Barnard is a native of Tattnall County. He is a graduate of Atlantic Community College and has a strong background in business. He has more than eighteen years of experience in the financial industry. He served as Vice President and Manager of First Citizens Bank of Reidsville and as a Regional Marketing Director for Green Tree Acceptance, a national mortgage lender. He is involved in a local Baptist Church and takes part in many community events and activities.

General James E. Donald

Major General (Retired) James E. Donald was appointed to the Board in January 2009 following more than five years service as the Commissioner of the Georgia Department of Corrections. He served two terms as board chairman from July 1, 2010 to June 30, 2012. Since joining the Board, General Donald has focused on public safety and effective reentry for the offender population and has worked to increase a base of community partners offering parolees more opportunities for success.

As Commissioner of the Department of Corrections, General Donald oversaw the fifth largest prison system in the nation with an annual budget of more than $1.2 billion. General Donald reorganized the department into a leaner, more efficient agency. He opened seven new Pre-Release Centers, ten new Faith and Character-based dormitories, six new "non-resident" Day Reporting Centers, and added over 1,500 new beds for transition centers or work release programs.

Mr. Donald is a retired Major General of the United States Army Forces Command. He earned the Bronze Star as a Task Force Commander with the 101st Airborne "Screaming Eagles" during Gulf War I. He also served as Deputy Commanding General, U.S. Army Pacific, and as Assistant Division Commander to the 25th Infantry Division.

General Donald is a native of Jackson, Mississippi, and graduated from the University of Mississippi with a Bachelor of Arts degree in Political Science and History. He earned his Master of Public Administration from the University of Missouri. He is the 2010 recipient of the *Mississippi Trailblazer Award* honoring his outstanding achievement in the U.S. Military and government. In 2012, General Donald was inducted into the University of Mississippi *Alumni Hall of Fame*.

PAROLE BOARD MEMBERS

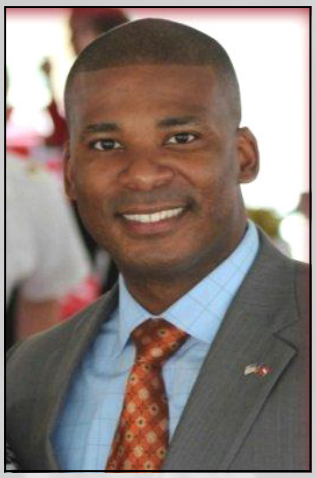
James W. Mills

Board Member James W. Mills, of Hall County, was appointed to the Board on November 14, 2011. The former State Representative served nineteen years in the legislature representing the 25th district. Mr. Mills served on numerous committees and he served as Secretary of the Rules Committee and Chairman of the Banks and Banking Committee.

During his legislative service, Mr. Mills sponsored key legislation, including the amendment that placed "IN GOD WE TRUST" on the Georgia state flag and he passed "proof of citizenship when registering to vote" legislation. He also helped to pass the Georgia Mortgage Fraud Law allowing district attorneys to prosecute mortgage fraud and the "Option of Adoption" legislation, the first-of-its-kind in the nation. He was invited to the White House on two occasions as recognition for his tax cutting efforts as a state legislator.

Mr. Mills was named Christian Coalition Legislator of the Year in 2001. In 2007, he was named "Legislator of the Year" by the Georgia Retail Association. That same year he received the "Outstanding American Award" and was inducted into the National Wrestling Hall of Fame. He is the recipient of the "Pro-Life Hero" award from the Georgia Right to Life organization, and in 2007, was named the Pro-Life Hero Legislator by the Justice Foundation.

Mr. Mills is a successful businessman and three times he has been named to the Atlanta Business Chronicle's Who's Who in Finance. Mr. Mills graduated from Mercer University in 1985 with a bachelor's degree. In 1990, he received a master's degree from the New Orleans Baptist Theological Seminary (N.O.B.T.S.). Mr. Mills is involved in many community youth activities and he's led numerous overseas mission trips through his local church.



Braxton T. Cotton

Board Member Braxton T. Cotton is the newest member of the State Board of Pardons and Paroles. Governor Nathan Deal made the announcement on November 1, 2013, that Mr. Cotton would join the Board on November 15th. He is the former Director of the Governor's Office of Transition, Support and Reentry.

Mr. Cotton was appointed executive director of the Governor's Office of Transition, Support and Reentry in June 2013. Prior to that, he was the executive director of the Criminal Justice Coordinating Council. Mr. Cotton served in the Georgia State Patrol for five years. He also worked as a deputy sheriff and as a detective in the Baldwin County Sheriff's Department where he won the 2004 Officer of the Year Award. During his time in the U.S. Army, Mr. Cotton was awarded the Army Achievement Medal. He has a bachelor's degree in Criminal Justice from Saint Leo University (Fort McPherson) and is currently studying to obtain his master's degree in Public Policy.

Mr. Cotton resides in Atlanta.

Executive Director of Parole Michael W. Nail

Executive Director of Parole

Michael W. Nail was appointed Executive Director of the State Board of Pardons and Paroles in July 2010. In this leadership role, he manages the day-to-day operations of the agency and reports directly to the five-member board.

Mr. Nail began his career with the Department of Corrections as a probation officer in 1989 and held several management and leadership positions, to include Director of Probation and Deputy Director of the Corrections Division. Prior to joining the Parole Board, he served as the Director of the Corrections Division, responsible for day-to-day oversight of Facility Operations, Probation Operations and Special Operations. Collectively, the operations were responsible for the management and supervision of over 150,000 adult felony probationers and over 60,000 adult felony inmates.

Mr. Nail holds a Master of Public Administration, a Bachelor of Science degree in Criminal Justice, and is a graduate of the Georgia Law Enforcement Command College. Along with his participation in many professional organizations, he currently serves on the Executive Council of the Georgia Peace Officer Standards and Training Council and is Chairman of the Probable Cause Committee.

Mr. Nail has been asked to be a member of the new Executive Session on Community Corrections at Harvard University's John F. Kennedy School of Government. He is among the only 30 professionals across the country asked to be involved in the Executive Session convening through 2016.

Melodee Stewart
Director of Clemency

Clemency

Parole/Pardon
Consideration

Field Operations

Parole Supervision
Warrants/Revocations
Reentry Services

David Morrison
Director of
Field Operations

Scott Maurer
Director of Operations
Support

Operations Support

Victim Services, Budget Services,
Human Resources,
Training, Investigations,
Compliance

CLEMENCY AND PAROLE CONSIDERATION

Clemency **in Georgia encompasses the parole decision making process. Clemency also pertains to the granting of pardons by the Parole Board. The Parole Board holds the sole constitutional authority to grant executive clemency to a condemned inmate. In Georgia, no inmate is entitled to parole, however, by law, most are eligible for consideration and a decision is made by the Board.**

Over the last fiscal year, the Clemency Division has continued to reorganize and streamline processes making the informed decision making process much more efficient. In FY13, parole releases were up 25% over the previous year as the Board assisted the Department of Corrections in keeping the finite number of prison beds dedicated for offenders who have committed the most serious crimes. The annual cost avoidance to the state, due to offenders being under parole supervision as opposed to housing them in prison, was more than $400,000,000 for FY13.

Clemency Hearing Examiners

Parole Consideration and Decisions

Board members reach their decisions after reviewing a comprehensive case file on each eligible offender. The file generally includes investigative reports, correctional reports, a summary of the offender's criminal history, circumstances of current offenses and a recommended number of months to serve based upon the application of the Parole Decision Guidelines. Eligible inmates are automatically considered for parole. Three of the five board members or a majority, must agree on a decision. In FY13, there were 13,739 offender files initiated by the Clemency Division. For more information on parole eligibility visit: www.pap.georgia.gov.

Clemency Online Navigation System - CONS

Since 2011, the process of preparing a case for consideration by the Board has been completed electronically in CONS, the Clemency Online Navigation System. The CONS innovation has eliminated the production of paper files, as the agency is fast becoming a paperless system. CONS enables the board members to review an offender's electronic file and complete a parole decision without reviewing a paper file. CONS has significantly improved the agency's business processes. The electronic case file is established in CONS after the sentence package is electronically received from the Department of Corrections. Electronic notifications trigger actions moving the case toward a board decision. Additionally, in FY13, CONS began initializing notifications to judges, prosecutors and law enforcement regarding pending releases. Notifications are also generated to wardens and inmates regarding board decisions. In FY13, 134,944 statutory notifications were made.

The CONS application was designed to reduce the time involved in preparing a case for the Board and provide for an increase in the number of cases reviewed by the Board each year. In FY13, 88,302 clemency votes were made by the Board, up from 63,665 in FY12. There were 28,951 preconditions to parole imposed on inmates.

THE CASE FILE OF AN OFFENDER

Drug Reports
Personal History
Sentencing Reports
Criminal History
Legal Investigation
Parole Review Summary
Victim Impact Statements
Employment History
Prison Diagnostic Summary

CLEMENCY AND PAROLE CONSIDERATION

Scanning/imaging process

Document Imaging

The Clemency Division's scanning and imaging unit completes the process of imaging all paper files which is the second part to the equation in making the parole selection and consideration process more efficient.

In November 2006, the Parole Board implemented a digital document management system for the imaging of the Board's closed files. The imaging process is a key part of the larger Clemency Online Navigation System (CONS), and integrates digital images into the division's electronic business model, thereby improving efficiency while preserving historical information needed for informed decision making. It also allows the viewing of electronic forms, such as investigative reports, which can be completed and viewed from any remote location with computer access. In FY12, the imaging of files of active serving inmates (except for inmates serving life sentences) was completed as 24,811 files were imaged. In FY13, the unit began imaging active parole files completing a total of 19,844 during the fiscal year. This unit also images offender documents that are generated daily, to include correspondence, revocation documents and victim notifications.

Pardon Administration Unit

Pardon Administration Unit

Following a reorganization of this unit in early 2012, additional changes were made to the pardon application process in FY13. The application was again updated. The application requires the applicant to obtain and submit their criminal history, certified sentence sheets for dispositions not noted on their criminal history and a self-addressed, stamped envelope. Applications also require a minimum of three letters of recommendation from non-family. All restoration of firearms applications require submission of a photo identification and that the applicant be interviewed by a parole staff member.

In FY13, 3,231 applications were received and 1,349 were granted (all types, see chart this page). The application and complete process description is available online at www.pap.georgia.gov.

Pardon Administration Unit FY13	
Applications Received	3,231
Investigations Processed	974
Pardons Granted	720
Pardons Granted with Firearms	397
Restorations of Civil and Political Rights	228
Restorations of Civil and Political Rights w/firearms	4
Total applications granted FY13	**1,349**

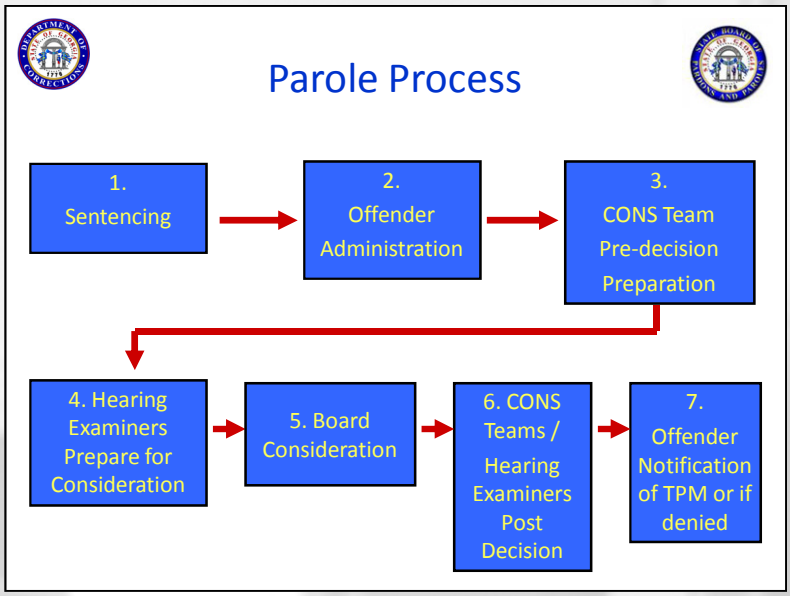
Parole Investigators

Sixty-three parole investigators work in the Clemency Division. The unit is comprised of five regions. Investigators complete criminal background reports for all offenders being considered for parole, including those seeking pardons. In FY13, the unit completed 40,654 investigations for the Parole Board.

CLEMENCY AND PAROLE CONSIDERATION

The Parole Process

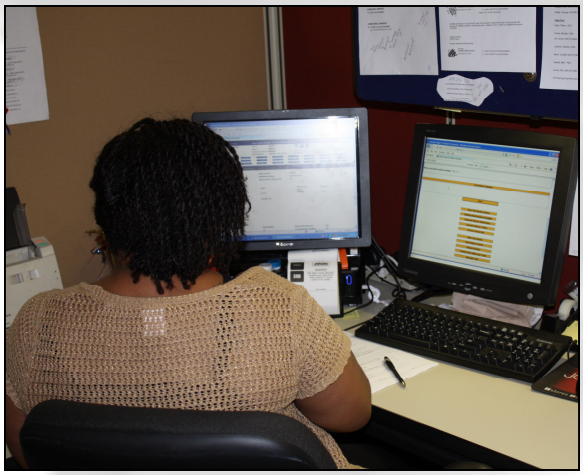
After the agency receives an offender's sentencing information electronically from the Department of Corrections, parole investigators throughout the state collect details of conviction offenses, interview inmates and their family members and complete Post Sentence Investigations.



For non-life sentence cases, hearing examiners review all of the information obtained in the investigations. The hearing examiners process and prepare summaries utilizing the agency's Parole Decision Guidelines in order to make equitable decisions regarding the recommendations made to the Parole Board Members. (See guidelines at www.pap.georgia.gov/parole-consideration-eligibility)

Following the hearing examiner's review, the cases are electronically forwarded to a Board Member with a recommendation from the guidelines of a number of months of the sentence to be served prior to parole.

Board members individually consider the cases. The members can agree with the time to serve recommendation or they may increase or decrease the number of months to be served before parole is granted. The Board can also deny parole.



Clemency staff ensure necessary information is included in offender case files.

Tentative Parole Months or TPMs

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 time for an offender to serve. Inmates receive written notification of the Board's decision. Tentative parole months or "grants" 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 viewable 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.

Final Review Process

As the Tentative Parole Month (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 as a result of the offender not completing required programming, poor prison conduct, or because of detainers, warrants or new sentences. A release date that is set can be rescinded at any time prior to the release.

CLEMENCY AND PAROLE CONSIDERATION

CLEMENCY ACTIONS IN FY13

RELEASE ACTION	Totals
Parole	10,828
Supervised Reprieve	1,780
Conditional Transfer	1,669
Commutation	1,357
TOTAL RELEASES	15,634
TOTAL PAROLE REVOCATIONS	2,199
DISCHARGES	
Discharge from Parole	9,069
Discharge from Reprieve	1,739
Other	1,038
TOTAL DISCHARGES	11,846
INITIAL DECISIONS UNDER GUIDELINES	14,915
LIFE SENTENCE DECISIONS	
Deny Parole to Life Cases	1,145
Grant Parole to Life Cases	144
TOTAL LIFE DECISIONS	1,289
OTHER BOARD ACTIONS	
Pardon	1,349
Commutation to Reduce Sentence	0
Medical Compassionate Reprieve	43
Restoration of Rights	232
Revocation Hearings	337
Preliminary Hearings	89
RELEASES UNDER SUPERVISION (June 30, 2013)	
Georgia Releases in Georgia	24,026
Out-of-State Releases in Georgia	994
Georgia Releases Out-of-State	2,265
TOTAL PAROLE POPULATION	27,285

Life Sentence Parole Considerations

Life sentenced inmates are considered when they become eligible under Georgia law (see below). Unlike other offenders, the Board's guidelines are not used 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 a life sentenced inmate, the Board, by policy, will reconsider the case again at least once every eight years. The duration between considerations is voted on by the Board.

Life sentenced inmates 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 life sentenced inmate receiving 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

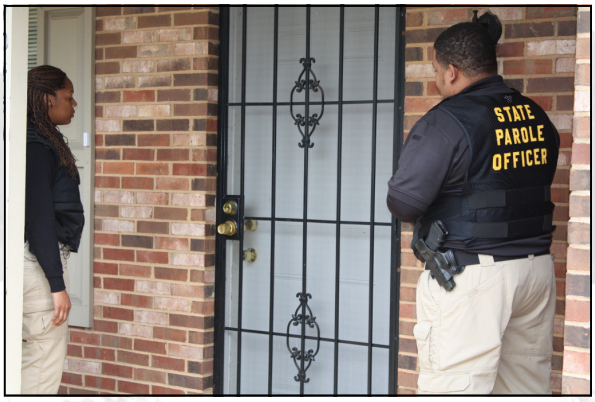
Since 1995, there have been two statutory changes pertaining to serious violent felonies that determine parole eligibility for a life sentenced offender.

If a crime considered to be a "seven deadly sin" was committed prior to 1995, the offender is eligible after seven years. In 1995, offenders committing these crimes became eligible after serving fourteen years. If the crime is committed after July 1, 2006, the offender is eligible for parole after serving thirty years.

FIELD OPERATIONS AND PAROLE SUPERVISION

During Fiscal Year 2013 (FY13), the parole population increased from 22,480 parolees on July 1, 2012, to 25,020 (supervised in-state) on June 30, 2013. Meanwhile, the parole completion success rate rose to 74% (see chart on page 29). The total number of offenders under parole supervision in Georgia at some point during the fiscal year was 40,146.

The average caseload per parole officer in the state during the fiscal year was 87, up from 84 the previous fiscal year. Annually, the Parole Board employs approximately 300 parole officers statewide. Parole officers must have a four-year college degree and are required to complete an eight-week basic training course. (See Training information on page 35)



Georgia parole officers conducting supervision

Virtual Office Statewide in FY13

What began as a pilot in one parole office in March 2012 is now the manner in which parolees across Georgia are being supervised. Most parole officers in Georgia no longer report to an office. The state vehicle is the office. By June 30, 2013, 32 parole offices became virtual, saving the state $1.5 million annually. Thirteen office locations remain for now, with some scheduled to close at the end of the lease and the remaining few to be maintained as regional hubs.

As conceptualized, the Virtual Office has eliminated physical office space, eliminating state leases for buildings and property and placed parole officers full-time in the vehicle, thereby increasing officer visibility in the communities where the offenders are being supervised.

"We recognized that often the parole officer wasn't in the office. They were where they should be, in the community," says Michael Nail, Executive Director of Parole. "We want to maximize that community supervision, enhance public safety and eliminate the building costs," added Nail.

Through the use of the latest technology, parole officers in their Virtual Office, are equipped and enabled to conduct offender case supervision completely from their vehicle including data entry. Smart-phones, mobile printers, laptops and other necessary equipment are all supported by the Google Apps for Government Platform.

The Virtual Office eliminates the need for parolees to take time off of work to report to a parole office. The Virtual Office also allows parole officers to work flexible hours.

Equipment and vehicles are the primary operational costs of the Virtual Office. The issuance of state general obligation bonds funded some vehicle purchases. There has been no increase to the annual budget.

Original plans were to phase out offices over a three year period, however the timeline was cut to one year as result of all state agencies reducing their budgets by three percent.

Georgia's parole officers made 247,358 face-to-face contacts with offenders across the state during FY13.

By visiting parolees at their homes, on the job, at counseling and treatment programs and other locations in our communities, parole officers effectively monitor the offender's activities.

FIELD OPERATIONS AND PAROLE SUPERVISION

AnyTrax: Voice Recognition Supervision

In 2011, the Parole Board began implementing a voice recognition supervision system for lower risk offenders who have a proven track record of success under regular or standard parole supervision. As of June 30, 2013, 3,827 parolees were being supervised by AnyTrax. The percentage of successful parole completions on AnyTrax for FY13 was 97%.

Georgia parole officers and the Virtual Office

AnyTrax is a 100% offender funded, web-based service system, in which lower risk/lower need offenders are enrolled after performing well while under regular parole supervision. It is a self reporting program, requiring participants to call AnyTrax at least once a month to verify or update their status (address, place of employment, etc.). The parolee's identity is confirmed through advanced voice recognition software.

The goal of the program is to eliminate the need for high performing parolees to report monthly in person. In doing so, parole officer resources are being reallocated toward the supervision of higher risk/higher need offenders in the community. As a result, some specialized parole officers only supervise caseloads of 40 higher risk/higher need parolees. These specialized parole officers are able to increase monitoring and supervision of these higher risk/higher need parolees, thereby increasing public safety.

AnyTrax CellTrax: Voice Recognition Curfew Monitoring

The voice recognition curfew monitoring program is also a 100% offender funded, web-based service system, in which higher risk/higher need offenders are confined to their residences for specific periods of time determined by their parole officers. The offender is contacted through a land-line telephone at their residence periodically during their curfew period to verify the offender is at his/her residence. The parolee's identity is confirmed through advanced voice recognition software. Voice recognition curfew monitoring was piloted in seven parole districts. On June 30, 2013, 808 parolees were being monitored through the program. Voice recognition curfew monitoring is used to monitor high risk offenders upon release from prison and as an alternative to incarceration for offenders who do not pose a threat to public safety but have committed minor violations of supervision.

97% - The percentage of successful Parole completions on AnyTrax voice recognition supervision in FY13

FIELD OPERATIONS AND PAROLE SUPERVISION

Probation/Parole Officer Certification

Four Basic Probation/Parole Officer Training Courses (BPPOTC) were conducted during FY13. Probation officers with the Department of Corrections and parole officers with the Parole Board trained together in FY13 and upon graduating the BPPOTC, the officers received P.O.S.T. (Georgia Peace Officer Standards and Training Council) certification as a Probation/ Parole Officer. Probation/Parole Officers supervise caseloads only for their agency. A total of 40 parole officers graduated the training during FY13.

BPPOTC graduation, May 2013

Joint Law Enforcement Operations

In FY13, Parole staff participated in 190 Joint Law Enforcement Operations. During the operations parole officers assist in the serving of fugitive warrants and check on parolees to ensure compliance with parole conditions. Joint operations were conducted statewide. The operations typically include local police departments, sheriff departments, the Department of Corrections and the U.S. Marshals Service.

Parole in Georgia Prisons

In FY13, 125 visits were made by parole managers and staff to Georgia state prisons. By having a parole presence in state prisons, inmates realize that prison conduct is an important part of the parole consideration process. Another objective is to increase communication and the understanding by prison staff about the parole process.

Atlanta police and parole officers check on a parolee to determine supervision compliance.

Sex Offenders on Parole

During FY13, the monthly average of the Parole Sex Offender population increased by more than 38% to 1,125 offenders. The Board requires sex offenders to be supervised at the highest level to include electronic monitoring. Parole officers check to ensure compliance monthly by conducting property searches and verifying residence requirements.

Supervision of Georgia's Parole Sex Offender Population

Year	Radio Frequency Electronic Monitoring (RF EM)	Global Positioning System Electronic Monitoring (GPS EM)	Total Electronic Monitoring	Sex Offenders
FY13	828	414	1242	1125
FY12	1014	369	1383	810
% Change	-18.0%	12.1%	-11.6%	38.8%

FIELD OPERATIONS AND PAROLE SUPERVISION

Parole Revocations and Warrants

During FY13, 2,199 offenders had their paroles revoked, down from 2,618 in FY12. Revocations as a result of technical violations accounted for only 6%, unchanged significantly from FY12. Intermediate sanctions contribute to some offenders avoiding revocation.

Parole Board Chairman Albert Murray conducts a video revocation hearing from central office. The offender (insert) is located at a state prison.

Parole Board Members conducted 337 final revocation hearings during the fiscal year. The hearing is held by an individual Board Member who makes a recommendation to the full Board to revoke and return the offender to prison or continue parole.

In FY13, a total of 8,506 warrants were issued by the Board. Parole officers arrested 2,303 parolees in FY13 and 667 fugitive arrests were made.

Video Hearings

During the fiscal year the Parole Board began using video conferencing to conduct some preliminary revocation hearings. As a result of the Google Apps for Government Platform, the Board is proceeding with video hearings via Google Web Conferencing (*"Google Hangout")* including final revocation hearings. The change in business practices is expected to save travel time for staff and agency costs. Offenders are at a state prison while parole staff *"Hangout"* in central office and other locations. Reduced travel and transportation of offenders is enhancing public safety.

During FY13, 38 parolees were diverted to Day Reporting Centers operated by the Department of Corrections. By completing the program, the offenders received substance abuse treatment and were continued on parole instead of being revoked to prison.

Interstate Compact

The State Board of Pardons and Paroles' Interstate Compact Unit is one of the most efficient in the nation. The unit is responsible for overseeing the placement and transfer of all Georgia parolees and inmates with an out-of-state residence. The unit is also responsible for overseeing this process for out-of-state parolees transferring to Georgia. In addition, the unit is responsible for responding to violations, handling extraditions and addressing victim issues. The unit is responsible for the release of foreign national offenders to Immigration and Customs Enforcement (ICE) detainers.

The Georgia Parole Board is a member of the Interstate Commission for Adult Offender Supervision (ICAOS). This organization is responsible for creating and upholding the rules of the Commission. ICAOS is comprised of all 50 states, the District of Columbia, Puerto Rico and the United States Virgin Islands.

Fiscal Year 2013

- **Offenders Released/Paroled to Out-of-State Supervision: 537**
- **Offenders Released to a Federal or Out-of-State Detainer (Conditional Transfer): 267**
- **Offenders under Out-of-State Supervision (June 30, 2013): 2,265**
- **Offenders Released to ICE for Deportation: 344 (a cost savings for Georgia of $19,323,092)**
- **Offenders under Georgia Supervision from other states: (June 30, 2013): 995**

FIELD OPERATIONS AND PAROLE SUPERVISION

Reentry Services

M.O.R.E. - Max-out Reentry

Parole officers are now working in the Department of Corrections' Transition Centers (TC), providing transition services to offenders as they return to the community. The Max-out Reentry or M.O.R.E. program was initiated in FY13.

Michael Nail, Executive Director of Parole, says the program is the result of the Board's support of Governor Deal's Criminal Justice Reform Plan. Nail says the officers will assist offenders as they transition back into the community, in line with Georgia's criminal justice reform strategy.

"Recidivism research shows offenders are less likely to re-offend, being arrested for new crimes, when transitional and reentry services are provided to the offender prior to release back into the community," stated Nail.

Transition Center Parole Officer Lamario Harris and Executive Director of Parole Michael Nail talk with a TC inmate.

The M.O.R.E. program's offender population includes inmates who are statutorily ineligible for parole which requires them to max-out their sentences in prison and those offenders who have been denied parole. The Parole Board and the Department of Corrections carefully screen inmates for possible placement in the program. Parole officers are now working in all thirteen Department of Corrections' Transition Centers in Georgia.

Inmates in their final twelve months of incarceration selected for M.O.R.E. are being placed in a transition center where the parole officers will assist them in finding employment, housing and other services they'll need, preparing them for life after prison. Offenders are housed at the transition centers and are required to work with a portion of their earnings used to cover program costs. Parole eligible offenders placed in the M.O.R.E. program can be reconsidered for parole based on their success in the program. Likewise, offenders who are non-compliant can be returned to a secure state prison.

The Parole Board Members and Dept. of Corrections Transition Center Facility Directors meet in Atlanta.

FIELD OPERATIONS AND PAROLE SUPERVISION

"Recidivism research shows offenders are less likely to re-offend, being arrested for new crimes, when transitional and reentry services are provided …" - Michael Nail, Executive Director of Parole

M.O.R.E. Timeline

In October and November of 2012, staff identified inmates already at a Transition Center that were maxing-out their sentences at the TC. Seventy-eight inmates who were either ineligible for parole or had been denied parole were identified.

In January 2013, the full implementation of the program began with weekly intake transfers into the Transition Centers. As of June 30, 2013, a total of 243 offenders were active in the M.O.R.E. program. Of those cases, 145 were offenders who were ineligible for parole and 98 were offenders referred by the Parole Board. The Board referred-cases were offenders either eligible for parole or previously denied parole who may be reconsidered for parole. Seven cases, previously denied parole, resulted in a new Board decision and parole granted to the inmate. Forty-six inmates maxed-out and were released from the TC at the end of their court ordered term of incarceration. Seventy-one failed the program and were returned to a secure prison facility.

A total of 367 inmates were in the M.O.R.E. program during the seven months it was in operation during FY13. As new decisions are made by the Parole Board each month, those inmates are screened for the M.O.R.E. program.

Employment and Housing

The State Board of Pardons and Paroles works with community partners to assist parolees with needed services, to include employment and housing.

Augusta Job Fair for offenders

In FY13, the average monthly percentage of parolees employed was 63%. During the third quarter of FY13, the Parole Board began assisting offenders with employment by conducting and through participation in Offender Job Fairs.

Offender Job Fairs

The 2013 Job Fair Initiative is a collaboration between Parole, the Department of Corrections' Probation Division and Transition Centers, the Department of Labor, faith-based partners and local employers to identify resources, create job readiness classes and hold job fairs for unemployed and underemployed parolees and other offenders.

More than 200 offenders received employment assistance through this collaboration at locations across Georgia including the following locations: Americus, Athens, Augusta, Fitzgerald, Glennville, Savannah, Vidalia and Waycross. Additional Offender Job Fairs were planned for FY14.

FIELD OPERATIONS AND PAROLE SUPERVISION

Offender Housing

Many offenders approved for parole have limited or no housing options. There are two housing programs available depending on the parolee's needs.

Total THOR Facilities FY13	**128**
Number of inspections completed	**44**
Number of structured housing residences	**33**
Number of standard recovery residences	**50**
Number of intensive recovery residences	**45**

Transitional Housing for Offender Reentry - THOR

The THOR Directory is a searchable database of community-based transitional housing programs which is accessible to everyone via pap.georgia.gov/transitional-housing-offender-reentry. Employees of the Parole Board and the Department of Corrections use the THOR Directory to locate facilities that are approved for people on parole or on state probation and those reentering the community from prison. Search categories include facility types, gender, location, required fees, required faith-based activities, willing to accept those with EM, sex offenses, violence, etc. This enhances finding programs that match individual characteristics while also reducing the time required to find transitional housing resources.

Approved facilities have met specific THOR standards that include sustaining communications with supervising officers and providing safe and healthy living environments. Biannual re-approval visits are supplemented by feedback about facility operations from parole and probation officers who frequently make unannounced visits.

Some approved housing providers also provide treatment options

RPH - Reentry Partnership Housing

The Reentry Partnership Housing Program (RPH) provides housing through vendor partners to convicted felons who remain in prison due solely to having no residential options after the Parole Board has authorized their release. The program provides the short term financial assistance necessary to help stabilize the offender's reentry process and enhances his or her ability to remain crime-free. The Department of Community Affairs (DCA) is the administrative agent that processes all RPH funding. Participating housing providers are compensated $600 per month for up to three months, a total not to exceed $1,800 per parolee. In return, parolees are provided room and board without charge for this period.

89% of RPH placements since FY11 are on active parole or were successfully discharged.

FY13
29 RPH providers
427 parolees placed in RPH
RPH expenditures: $639,753
Cost avoidance the program generated by paroling offenders to RPH: $1,966,316

FIELD OPERATIONS AND PAROLE SUPERVISION

Faith-based Partnerships

The Parole Board has established partnerships with 70 faith-based housing providers and more than 200 non-housing faith-based service providers in Georgia. The providers help address gaps in services to parolees. Services include emotional support, counseling, mentoring, food, clothing, housing, employment preparation and many other services.

Faith-based parole liaison Sharita Somner

To ensure these partnerships continue to increase and provide additional services to parolees, the Board in FY13, identified five parole officers to serve as liaisons between the Board and the faith-based community. Their goal is to seek out faith-based partnership opportunities and service resources for parolees and their families to aid in the reentry process.

Mental Health Services

Mental health treatment is one of many needs required for the successful community transition and long-term stability for the majority of mental health parolees. The Parole Board's mental health reentry unit provides services for those offenders who require services as they transition from prison to the community.

Specialized parole officers are assigned to individuals with mental health needs and provide the required increased level of case management and community supervision. The officers receive specialized training in processes to include the application for Social Security disability benefits for qualifying parolees.

In FY13, parole supervised a monthly average of 790 individuals with mental health disorders. Of these individuals, 590 were enrolled in treatment programming upon their release and 195 received medication management.

Housing for parolees with mental health disorders is available through Parole's Reentry Partnership Housing (RPH) Program. Twenty-two RPH providers house offenders with mental health needs. Those providers receive increased funding for additional expenses incurred, such as for transportation to attend mental health appointments. In FY13, 43 individuals with mental health disorders were transitioned into RPH, assisting in the stabilization of the parolees' reentry process.

Mental Health Pilot Reentry Program

The Parole Board has established a pilot early reentry program with a goal of assisting the increasing parole population in need of mental health services.

FIELD OPERATIONS AND PAROLE SUPERVISION

Mental Health Pilot Reentry Program cont.

The partnership is with the Northeast Georgia Community Service Board, Advantage Behavioral Health Systems, Inc. (ABHS) will provide expanded regional housing and community wrap-around services, immediately available upon the offender's release from prison. Services include treatment, peer support, day programming for those unemployable, medication monitoring and 24/7 crisis intervention.

Early reentry processes such as Parole's partnership with ABHS are expected to reduce a parolee's risk of re-hospitalization, re-incarceration, and/or loss of residential placement. The Parole Board's goal is to replicate the ABHS program model statewide.

Drug Treatment FY 2013

Drug Testing and Drug Treatment FY13
During FY13, 7,232 parolees were referred to drug treatment programs and 7,787 parolees were enrolled into drug treatment programs. The number of parolees completing drug treatment successfully during the fiscal year was 4,025 (66% completion rate).

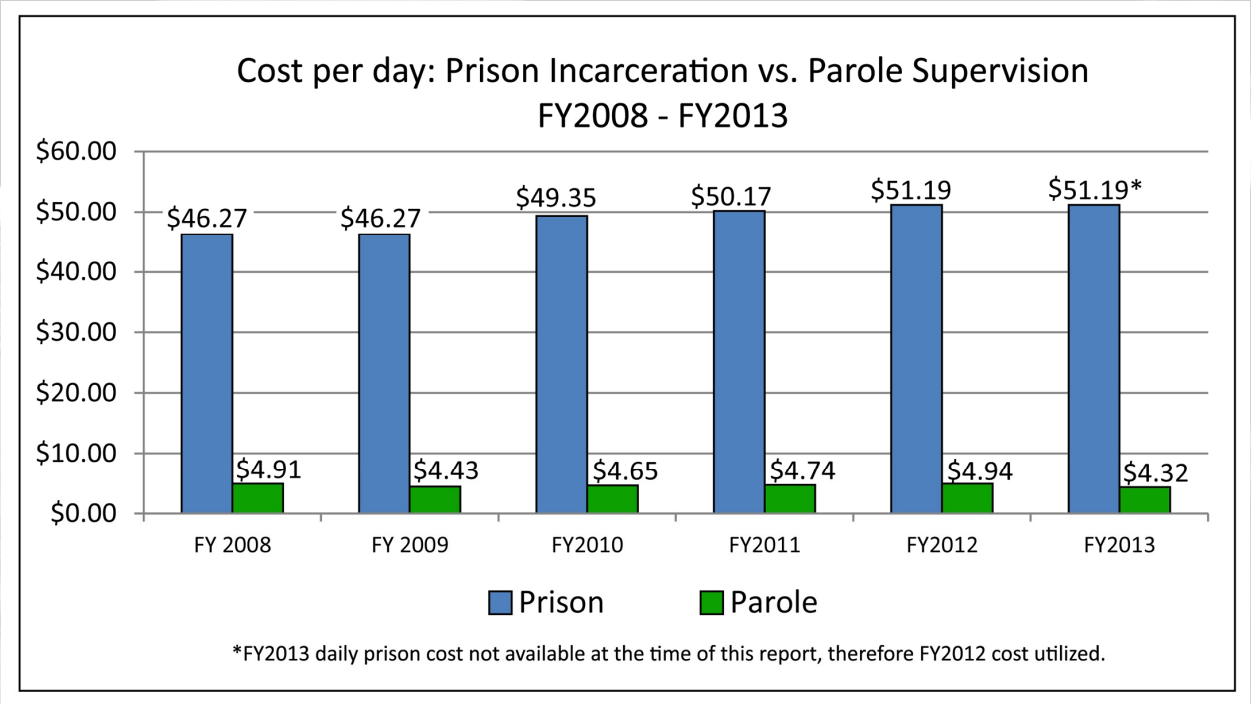
Drug Testing
Drug testing is used to identify parolees who need counseling and verify compliance with parole conditions, to include counseling and special conditions. Testing is also used to determine the level of drug usage among those on parole. A total of 35,815 drug tests were administered by parole officers in FY13.

FY 2013 Parolee Outpatient Substance Abuse Recovery Services	
Number of Part-Time, Contracted Substance Abuse Counselors: Delivering services in each Parole District	56
Number of Motivation, Assessment and Planning (MAP) Groups: Assess participants' risk of re-arrest based on the research-based Parole Risk Factors	2,059
Number of Recovery Groups: Successful discharge requires attending a minimum of six consecutive sessions and continued negative drug tests	8,172

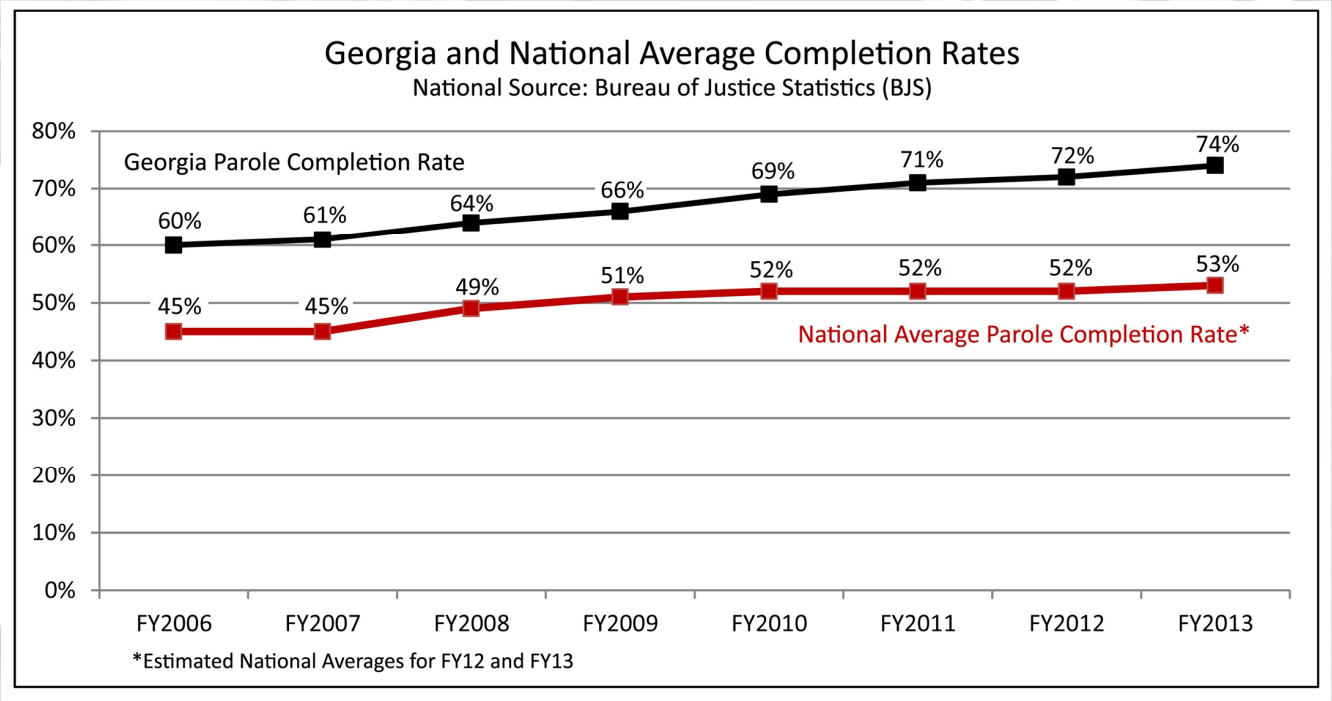
FY 2013 No Turning Back Recovery Program	
Admissions	115
Graduates (includes those admitted the prior year)	74
Unsuccessful Discharges	23

The No Turning Back Recovery Program moved from the Whitworth Parole Detention Center in December 2012 to the Washington Parole Detention Center (located at Washington State Prison) due to the mission change of Whitworth by the Department of Corrections. The No Turning Back Recovery Program is an intensive addiction treatment program for parolees who are identified as both higher risk and higher need offenders.

FIELD OPERATIONS AND PAROLE SUPERVISION



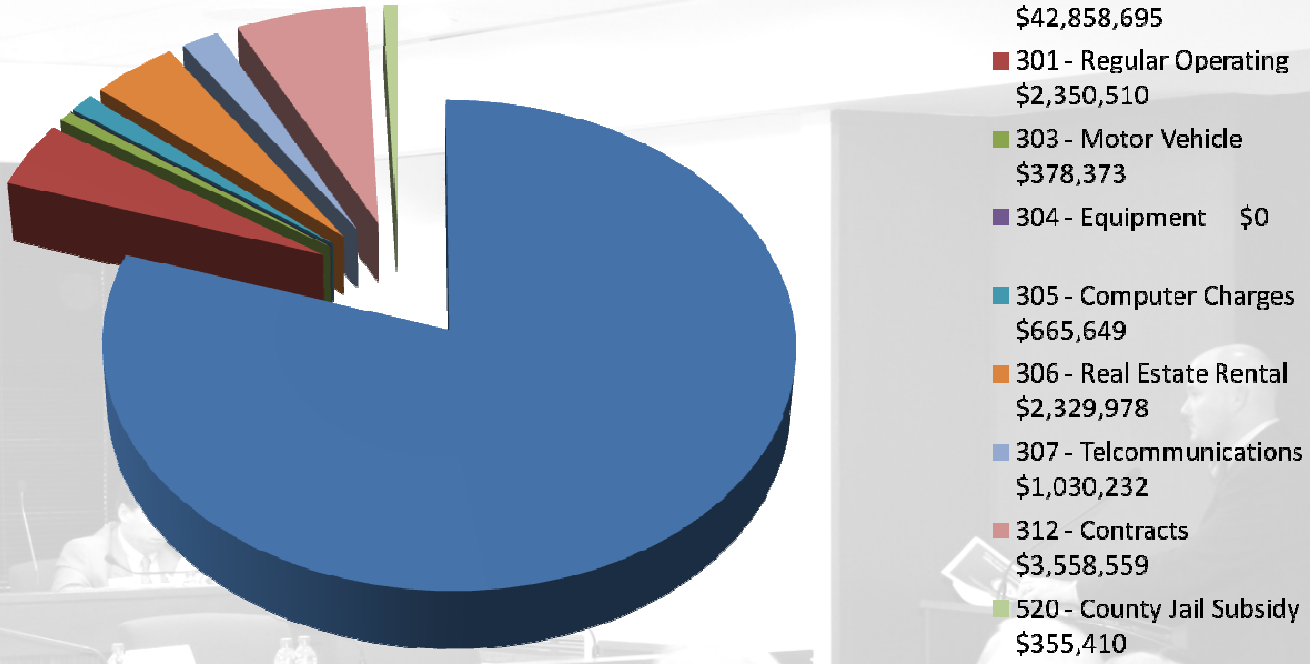
On June 30, 2013, there were 55,245 offenders incarcerated in Georgia prisons and 27,285 (in-state and out-of-state) under parole supervision. In FY13, the annual cost avoidance to the prison system as a result of offenders on parole is calculated at $408,884,195.



For the seventh consecutive year, the rate of Georgia parolees successfully completing supervision has increased and is 21% above the national average. The calculations are based on BJS methodology.

OPERATIONS SUPPORT/BUDGET SERVICES

FY 2013 Expenditures



Total Expenditures for FY 2013 $53,527,406

FY 2013 Fund Sources	
Federal	$ 329,798
Other	$ 1,028,771
Stimulus	$ 138,723
State	$ 52,030,114
Total Funds	$ 53,527,406

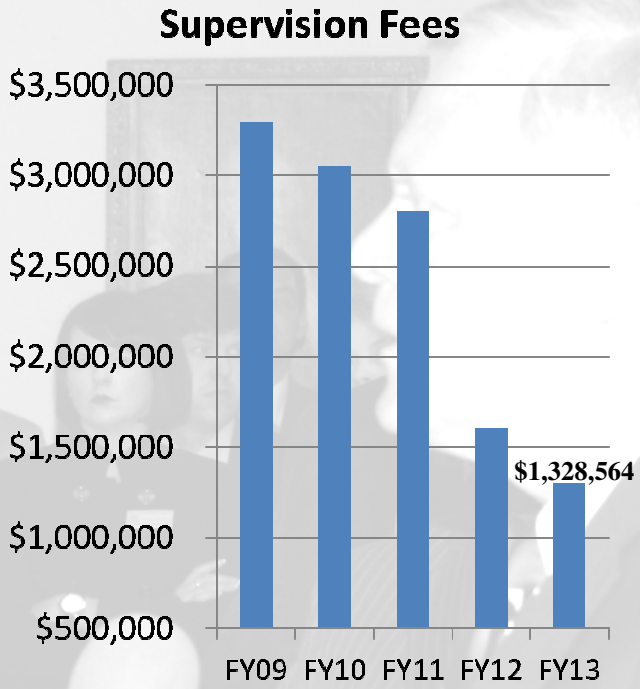
OPERATIONS SUPPORT/BUDGET SERVICES

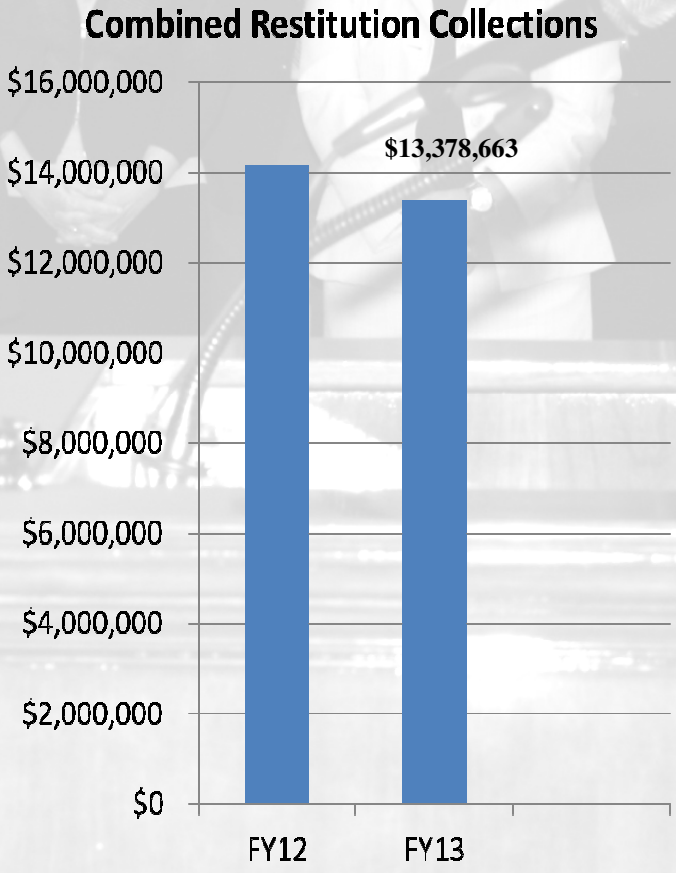
Offender Fees and Payments

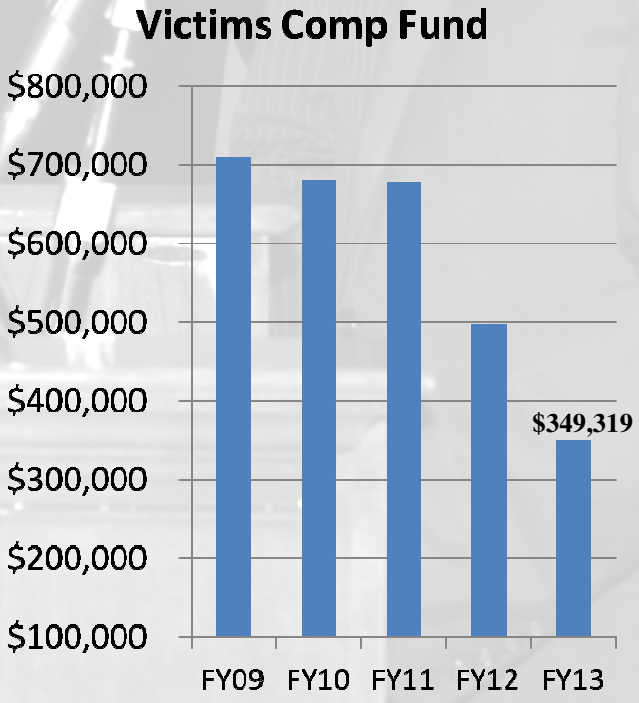
In Fiscal Year 2013 all parolee supervision fees, victim compensation and restitution fees were collected via the consolidated banking unit of the Department of Corrections. In FY13, $15,056,546 was collected.

Collections are reported as a combined total of funds collected by the Department of Corrections and the Parole Board.

The Parole Board's policy regarding supervision fees requires that each parolee pay only one type of fee. Court-ordered restitution which goes directly to the victim is the first priority. Payments to the Victims Compensation Fund are next, followed by parole supervision fees.







OPERATIONS SUPPORT/VICTIM SERVICES

The State Board of Pardons and Paroles and the Department of Corrections' Office of Victim Services keeps victims of crime informed about the offender's case and parole status. During the fiscal year 4,595 direct phone calls from victims were handled by staff, 2,227 correspondences from victims were made a part of offender records, 10,517 correspondences were sent to victims in response to concerns and 2,267 victim impact statements and notifications were filed with the office.

National Crime Victims' Rights Week - April 2013

Victim Information Program or V.I.P.

V.I.P. is a 24-hour automated information system providing victims of crime and/or their families, with access to information about their offender. By completing a victim impact statement or crime victim notification form, victims can be registered with V.I.P. The forms are available on-line at www.pap.georgia.gov or by calling 404-651-6668.

How V.I.P. Assists Crime Victims

Upon registering, victims are issued a PIN (Personal Identification Number). When accessing the system (800-593-9474), victims can learn the status of the offender. Also through V.I.P., registered victims receive information on releases after the inmate completes the court ordered term of incarceration (end of sentence), or if the inmate is placed on parole or probation supervision.

For FY13, there were 2,026 new V.I.P. registrants, 10,406 phone calls were logged into the system made by victims and others and the system made 328 calls to victims of crime.

Fiscal Year 2013 Victims Visitors' Days

Access to Parole Board Members was again granted to the victims of crime in Georgia. The agency's Victims Visitors' Days are conducted to give crime victims the opportunity to discuss directly with the Board, the crime, the offender and their impact on the victim or victims. At these events, victims of crimes receive parole status updates on the offenders involved in the crimes against them or their loved ones. Victims share their emotions and their wishes regarding parole for the offender.

Parole Board Vice Chairman Terry Barnard (on right) meets with Victims.

Since the Victims Visitors' Day program began in 2006, the Parole Board has seen more than 1,900 victims at the 19 separate events held across the state.

According to exits surveys, 99% of victims participating in a Victims Visitors' Day rate their experience as good or excellent.

OPERATIONS SUPPORT/VICTIM SERVICES

FY13 Victims Visitors' Days

Valdosta, Georgia - October 9, 2012

In partnership with the Victim Witness Advocacy Offices of the Southern and Alapaha Judicial Circuits, the Office of Victim Services, the Parole Board and the Department of Corrections conducted a Victims Visitors' Day. One hundred forty-two victims attended representing 69 offender cases.

Board Member James Mills (on left) meets with a victim.

Forsyth, Georgia - National Crime Victims' Rights Week, April 23, 2013

Each April, the Parole Board is a part of the Multi-Agency Victim Services Partnership which holds a ceremony and open house as part of the week set aside both in Georgia and nationally recognizing victims of crime. As a part of the event, a Victims Visitors' Day is conducted. During this event 206 victims attended and met with the Parole Board Members. Eighty-three cases were discussed.

Victim Offender Dialogue

The Office of Victim Services (OVS) Victim Offender Dialogue (VOD) program provides an opportunity for victims of violent crimes to have a structured, safe, direct, one-on-one meeting with the offender. The program allows the victim and offender to discuss the crime and its impact on the victim. VOD can only be initiated by the victim and the offender must voluntarily agree to participate and must acknowledge his/her role in the crime.

VOD requires a lengthy preparation process involving both the victim and the offender working separately with a trained facilitator. During FY13, the Office of Victim Services was working with several victims and offenders on potential victim offender meetings. Victims interested in the program may contact the Office of Victim Services.

"The Parole Board is different today - they understand that victims are real people." - David Miller, District Attorney, Southern Judicial District

"The Board is committed to allowing victims to be heard." - Albert Murray, Parole Board Chairman

Additional Services of the Office of Victim Services

- **Victim Impact Statements and Protest Letters are submitted to the Parole Board for review.**
- **Notification of Parole consideration, release, and supervision of offenders**
- **Advocacy for victims, including assisting victims with unwanted contact from offenders and offender compliance with court-mandated conditions**
- **Victim referrals to community based resources and services**
- **Preparation and orientation for family members of homicide victims for pending executions in death penalty cases**

OPERATIONS SUPPORT/HUMAN RESOURCES

Human Resources provides support to the agency staff in key areas such as payroll and benefits. The agency's work-force on June 30, 2013, was 661 employees, up from the previous fiscal year total of 659.

A breakdown is as follows:

Total full time staff: 661
Sworn staff:
- **Chief Parole Officers: 40**
- **Assistant Chief Parole Officers: 38**
- **Parole Officers: 279**
- **Other sworn staff: 61**

Total sworn staff: (418)
Non sworn staff: (243)

The parole officer turnover rate for FY13 was 1%.

Employees by gender: Male (299/45%)
Female (362/55%)

Employees by age:

- **20-29 (78/12%)**
- **30-39 (180/27%)**
- **40-49 (190/29%)**
- **50-59 (178/27%)**
- **60 + (35/5%)**

Average tenure: 13.5 years
Average employee age: 43

Employees by race/ethnicity:

- **American Indian (2/0.3%)**
- **Asian (7/1.1%)**
- **Black (268/40.54%)**
- **Hispanic (4/0.60%)**
- **Multiracial (4/0.60%)**
- **White (376/56.86%)**

Interview Panel

The Parole Board is a partner in job fairs conducted throughout Georgia.

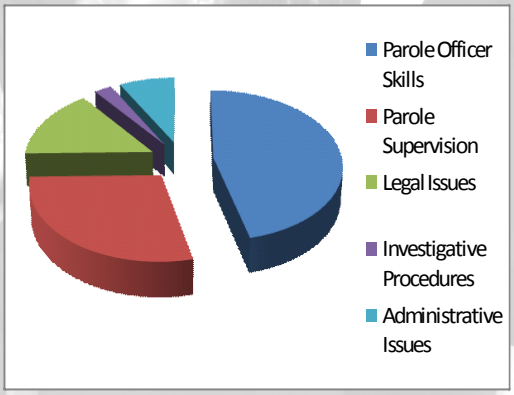
Below: Quarterly Awards Program

OPERATIONS SUPPORT/TRAINING

Training

During FY13, the Board's training unit delivered 21,393 hours of training to the department's workforce. The unit's four full-time employees in conjunction with adjunct instructors, facilitated the training. Sworn staff training hours totaled 17,252 and non-sworn staff received 4,141 of the training hours. All newly hired parole officers must complete the eight week basic training course within twelve months of their hire date. In FY13, two Basic Probation/Parole Officer Training courses (BPPOTC) were conducted by the Board's Training unit, graduating 25 new parole officers and 31 new probation officers. The course is conducted at the Georgia Public Safety Training Center in Forsyth. The BPPOTC includes supervision techniques, investigation procedures, intervention strategies, criminal and Georgia law, policy and procedure, interview skills, physical fitness, arrest procedures, defensive tactics, computer interaction and firearms qualification. The training includes certification to use an agency issued service weapon. 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 and use of deadly force. Non-sworn staff must complete a minimum of eight hours of in-service training annually.

Firearms Requalification



FY13 Training Unit Accomplishments

Exceeded P.O.S.T. and agency in-service training requirement for sworn staff by 112%

Exceeded agency in-service training requirement for non-sworn staff by 104%

Developed and implemented a new Field Training Officer Program

Management Skills and Leadership Development

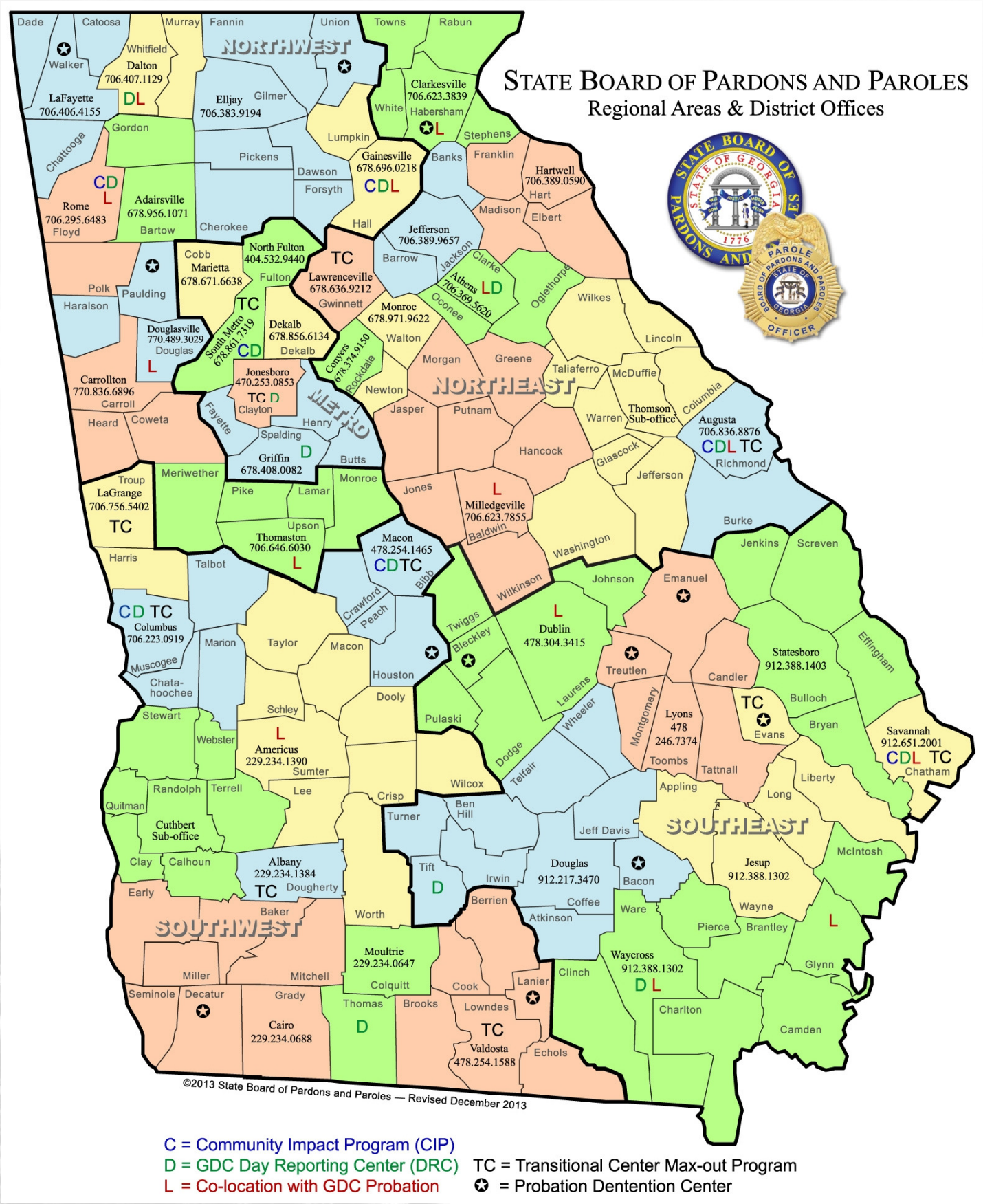
Worked in conjunction with P.O.S.T. to register all parole officers as Probation/Parole Officers

Developed a new Parole Training Academy website and accompanying training request/notification database

Developed and implemented a new agency security equipment repository, online security equipment catalog, and online inventory database

Developed a new online training database for non-sworn staff

STATE BOARD OF PARDONS AND PAROLES



Fiscal Year 2013 Annual Report

"Georgia Parole: Efficient and Effective"

The Fiscal Year 2013 Annual Report was prepared by the Parole Board's Office of Public Affairs and the Office of Information Technology.
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