ANNUAL REPORT FY2014

REENTRY
GUIDELINES
TREATMENT
VICTIM SERVICES
PAROLE SUPERVISION
COMMUNITY PARTNERSHIPS
SUCCESSFUL DISCHARGES

State Board of Pardons and Paroles

Nathan Deal, Governor
Terry E. Barnard, Chair
James W. Mills, Vice Chair
James E. Donald, Member
Albert R. Murray, Member
Braxton T. Cotton, Member
Michael W. Nail, Executive Director

Georgia

Fiscal Year 2014 Annual Report

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.

www.pap.georgia.gov

State Board of Pardons and Paroles

"Georgia Parole: Efficient and Effective"

State Board of Pardons and Paroles

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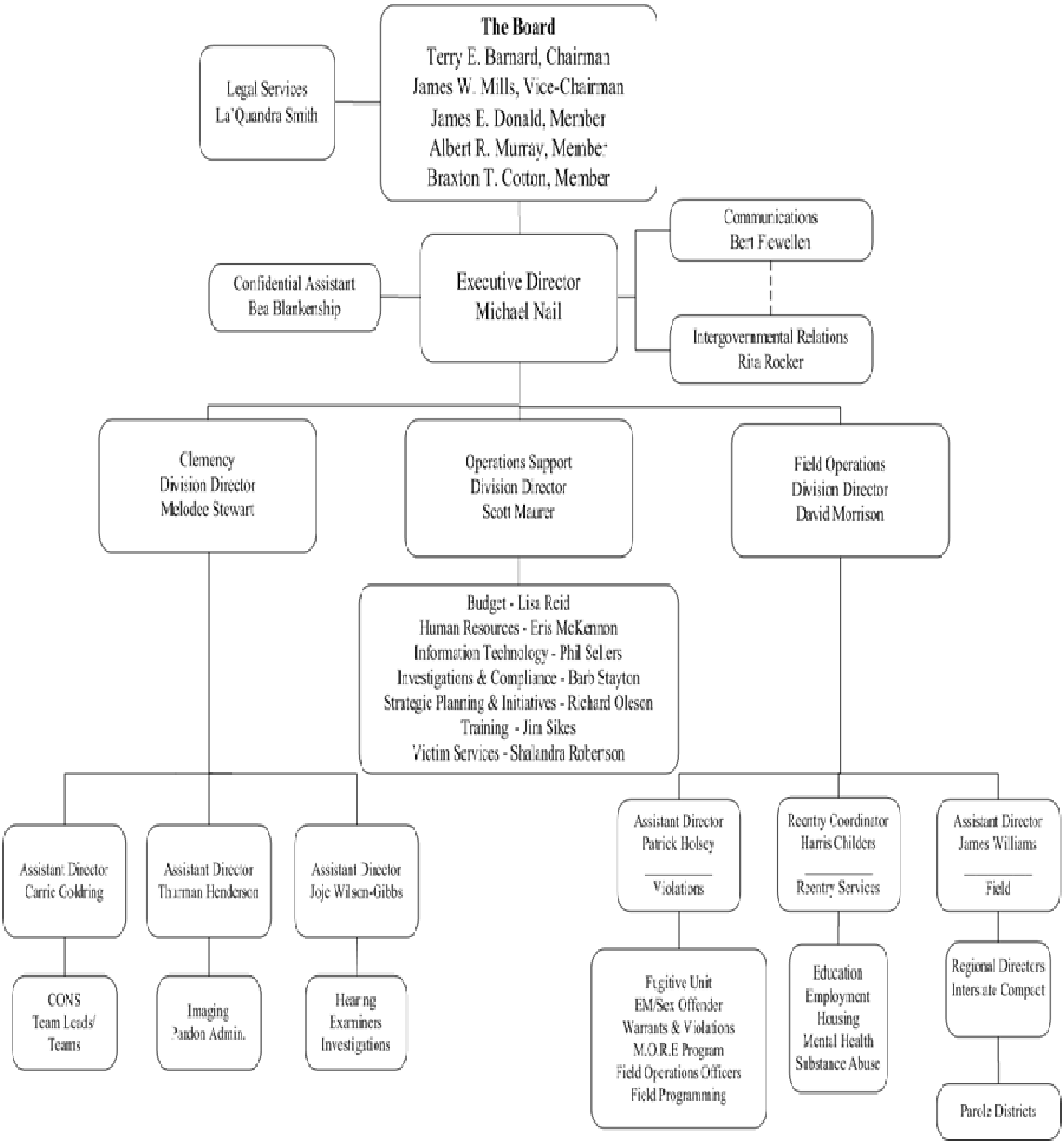
Parole staff and Board Members

Parole Arrest Team

Governor Nathan Deal recognizes parole

State Board of Pardons and Paroles



State Board of Pardons and Paroles

Parole Highlights for Fiscal Year 2014

The State Board of Pardons and Paroles **is an agency driven to ensure public safety. By utilizing the latest technology, the agency has become more efficient and effective in making parole decisions and supervising offenders in the community.**

Highlights and Accomplishments for FY14

Parole Completions

The percentage of Georgia parolees successfully completing supervision again outpaced the nation. At 72%, the Georgia parole completion rate is well above the national average. (see chart page 29)

Georgia's ground-breaking Virtual Office

Virtual Office is Statewide

Georgia parole officers operated from the Virtual Office for the entire fiscal year. By operating full-time from their state vehicles, parole officers are able to spend more time in the field supervising offenders. (page 20).

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

Implemented in 2013, the Max-Out Reentry program is a transitional period for offenders who would otherwise remain incarcerated until their max release dates. FY14 was the program's first full year of operation. Eligible inmates are identified by the Parole Board in conjunction with the Department of Corrections. Offenders who are ineligible for parole or have been previously denied parole may be eligible for the M.O.R.E. program. Parole officers work with these inmates, housed at Department of Corrections' Transitional Centers, providing supervision and services as the inmates are released either at the end of sentence or on parole. (page 24)

Victims Visitors' Days

In FY14, the Office of Victim Services expanded and improved services to victims of crime. Three Victims Visitors' Days were conducted during the fiscal year as nearly 500 crime victims met with Parole Board Members and other staff in three different Georgia cities. (page 32)

Parole Officer Awarded a Governor's Public Safety Award

Cuthbert Chief Parole Officer Kelvin Hawkins was recognized at the December 12, 2013, ceremony with a Governor's Public Safety Award for an Act of Heroism.

Parole Officer Kelvin Hawkins (on left)

Parole Highlights for Fiscal Year 2014

AnyTrax Voice Recognition Monitoring

In the third full year of utilization, through a public/private partnership with Georgia-based Anytrax, the agency's 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 the system, allowing parole officers to have more direct contact with higher risk/higher need offenders. For FY14, 3,658 parolees were reporting through the voice recognition monitoring system as of June 30, 2014. Less than 4% violated supervision in FY14 and were returned to regular supervision or revoked to prison. As a result of this successful public/private partnership, the agency has added additional supervision systems to include curfew monitoring and GPS monitoring. Since its inception, more than 10,000 parolees have been monitored through the system. (page 21)

Georgia Parole on the National Stage

The State Board of Pardons and Paroles presented the "Virtual Office" concept at the American Probation and Parole Association Conference in July 2013.

Georgia's Parole Board also presented its voice recognition supervision model at the Southern Legislative Conference (SLC) in Alabama. The presentation was a part of the SLC STAR program, which recognizes effective and transferable solutions in state government.

Workshops were presented by board staff at the Association of Paroling Authorities International Conference in Colorado. Information presented included the Guidelines System and Parole Decision Process.

Parole officers and probation officers often team together to check on offenders in the community.

Joint Law Enforcement Operations

The Field Operations Division more than doubled the number of operations conducted with other law enforcement agencies in FY14. Joint law enforcement operations enhance public safety. (page 22)

Parole joins other law enforcement throughout the year in conducting joint operations.

Video Conferencing/Video Hearings

Video conferencing was expanded in FY14 and the Parole Board is now using Google Web Conferencing ("Google Hangout") which carries no additional costs. This includes video conferencing for parole revocation hearings. (page 23)

Parole Officer Graduations

Three classes of parole officers graduated basic training during the fiscal year. A total of 33 new parole officers joined the parole ranks in FY14.

State Board of Pardons and Paroles

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 re-entry. Parole officers skillfully and carefully reintegrate offenders into the community under strict supervision. In Fiscal Year 2014 (FY14), the five members made 76,703 clemency votes. In FY14, according to the Bureau of Justice Statistics, the percentage of Georgia parolees successfully completing parole supervision was 72%. The national average was an estimated 59%. For the past several years, the Board has maintained a success rate well above the national average. As a result, the Georgia Parole Board is nationally recognized as a leading paroling authority.

Georgia's Parole Board Members are full-time employees. (left to right); Braxton Cotton, Vice Chairman James Mills, Chairman Terry Barnard, James Donald, and Albert Murray

State Board of Pardons and Paroles

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 53,000 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 conducts a monthly meeting in Atlanta.

State Board of Pardons and Paroles

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

On behalf of the State Board of Pardons and Paroles, and with pleasure, I present the agency's Fiscal Year 2014 (FY14) Annual Report.

Our report details how competent field staff, charged with implementing the various requirements from the Board, have effectively worked to create safer communities in Georgia.

This report also outlines the accomplishments of our results-driven Clemency Division which has, as a team, made it possible for the Board to act more quickly and efficiently in clemency considerations.

One can glean from this report that Georgia's Parole Board has moved to the forefront of the nation's paroling agencies with the use of cutting edge technology. As a result, other states have begun to adopt similar practices to mirror the success that we have achieved in Georgia.

We also demonstrate how our agency is working with partner state agencies such as the Department of Corrections and the Governor's Office of Transition, Support & Reentry, to ensure that offenders reentering society are doing so equipped with necessary programs and tools to restart a path for success.

Finally, this report illustrates the Board's commitment to victims of violent crimes. We continue to make ourselves personally available to all crime victims with face-to-face interviews at several convenient locations throughout the state.

The Georgia Parole Board is regularly reviewing its processes and approaches and has made many improvements over the last few years. With public safety as a driver, we continue to seek new opportunities to become even more effective and efficient as we move forward.

I trust that you will read this report and agree with me that the Georgia State Board of Pardons and Paroles is certainly an integral component of the Criminal Justice System committed to serving and protecting the citizens of our great State.

Respectfully,

Terry E. Barnard,
Chairman

Parole Board Members

Terry Barnard
Chairman, State Board of Pardons and Paroles

Chairman Terry E. Barnard

was elected by his colleagues to lead the Board for fiscal year 2015. Mr. 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.

Chairman Barnard and Vice Chair James Mills with Governor Deal

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 Appropriations, Natural Resources, Agriculture, Children and Youth and 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 Georgia Sex Offender 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.

Chairman Barnard with parole officers

In 2012, Mr. Barnard was appointed by Governor Nathan Deal to the State Commission on Family Violence. The commission works to educate and raise awareness about family violence in Georgia. The commission evaluates services, researches the need for additional services and offers and monitors proposed legislation concerning family violence.

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.

Chairman Barnard and Asst. Corrections Commissioner Greg Dozier

State Board of Pardons and Paroles
Parole Board Members

Vice Chairman James Mills

Vice Chairman James W. Mills, of Hall County, was elected Vice Chairman of the Parole Board for FY15. Mr. Mills was appointed to the Board in November of 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 has been 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, he 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.

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.

General James E. Donald

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 transitional 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, as Assistant Division Commander to the 25th Infantry Division, and as Director of Operations/J3 U.S. Pacific Command in Hawaii.

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

Board Member Albert R. Murray, of Rockdale County, recently served as chairman of the Board ending two years in the leadership role on June 30, 2014. Prior to serving as Chairman of the Parole Board, Mr. Murray served two, one-year terms as vice chairman.

Albert R. Murray

Mr. Murray was appointed to serve on the Board 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.

Mr. Murray's distinguished career includes 16 years in Tennessee where he served as Assistant Commissioner of the Department of Children Services and the Department of Youth Development. From there he was named as the first commissioner of the newly created Kansas Juvenile Justice Authority in 1996. He held this position 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.

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.

Braxton T. Cotton

Board Member Braxton T. Cotton, of Atlanta, was appointed to the State Board of Pardons and Paroles by Governor Nathan Deal in November of 2013. He is the former Director of the Governor's Office of Transition, Support, and Reentry.

Mr. Cotton began his law enforcement career as a police officer with the Milledgeville Police Department. He then joined the Baldwin County Sheriff's Office, serving as a detective, SWAT team member, crime suppression unit member, and firearms instructor. He was named 2004 Officer of the Year. Mr. Cotton joined the Georgia Department of Public Safety, and was the class president for the 84th Trooper School for the Georgia State Patrol. While serving as a trooper, Mr. Cotton was assigned to the Executive Protection Unit, serving Governor Sonny Perdue and Governor Nathan Deal.

In June 2012, Governor Deal appointed Mr. Cotton to serve as Executive Director of the Criminal Justice Coordinating Council (CJCC). At the age of 30, Mr. Cotton became the youngest African American agency head in Georgia history. At the CJCC, he oversaw tens of millions of dollars in state and federal grant funds and served as an advisor to the Governor on issues directly impacting the Georgia criminal justice system. Mr. Cotton was key in the implementation of the Governor's Criminal Justice Reform, phases 1 and 2.

In June 2013, Governor Deal appointed Mr. Cotton the Executive Director of the newly created Governor's Office of Transition, Support and Reentry. Mr. Cotton established this agency with the primary mission to coordinate all state resources that affected prisoner reentry within the state of Georgia.

After graduating from Georgia Military College, Mr. Cotton commissioned as a Second Lieutenant in the U.S. Army Reserves in the Infantry. During his time in the U.S. Army, he 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 Administration. Mr. Cotton is a member of the International Association of Chiefs of Police, Georgia Association of Chiefs of Police, National Association of Black Law Enforcement Executives, American Correctional Association, Parole Association of Georgia, Georgia Chamber of Commerce, and Omega Psi Phi Fraternity Incorporated.

State Board of Pardons and Paroles

Executive Director of Parole

Michael W. Nail

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 is 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 involved in the Executive Session convening through 2016. This past fiscal year, Mr. Nail presented in Texas on behalf of the Board regarding the utilization of technology in community corrections. At the event hosted by the Texas Public Policy Foundation, Director Nail presented information about the agency's success with voice recognition, Virtual Offices and virtual final revocation hearings.

Clemency

Parole/Pardon
Consideration

Melodee Stewart
Director of Clemency

Field Operations

Parole Supervision
Warrants/Revocations
Reentry Services

David Morrison
Director of
Field Operations

Operations Support

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

Scott Maurer
Director of Operations
Support

State Board of Pardons and Paroles

CLEMENCY and Parole Consideration

Clemency

In Georgia, Clemency 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.

Board Member James Donald holds a video revocation hearing (see page 23).

The Clemency Division continues to improve processes making the informed decision making process much more efficient. In FY14, parole releases were up 4% 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 $469,000,000 for FY14.

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, reports from the Department of Corrections, 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 FY14, there were 15,917 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 continues a process of 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 FY14, 111,846 statutory notifications were made.

OFFENDER CASE FILE

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

In FY14, 76,703 clemency votes were made by the Board. There were 25,212 preconditions to parole imposed on inmates.

Clemency and Parole Consideration

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 that fiscal year. This unit also images offender documents that are generated daily, to include correspondence, revocation documents and victim notifications. In FY14, 11,134 closed files were imaged and 425 active files were imaged.

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 2012, the Parole Board began addressing a major backlog of more than 1,400 pardon applications. As a result of addressing the backlog, a disproportionate number of pardon grants by comparison to previous years was recorded in 2013.

Pardon Administration Unit FY14	
Applications Received (all types)	1,564
Pardons Granted w/out Firearms being restored	297
Pardons Granted with Firearms being restored	684
Restorations of Civil and Political Rights	147
Restorations of Civil and Political Rights w/Firearms	23
Total applications granted FY14 Grants include applications filed in previous years.	**1,151**

In FY14, 1,564 applications were received and 1,151 were granted (all types, see chart this page). Pardon grants included applications filed in the previous fiscal year. A pardon is an order of official forgiveness from the state of Georgia and is attached to the ex-offender's criminal record. However a pardon does not expunge, remove or erase the crime from the ex-offender's record. The application and complete process description is available online at www.pap.georgia.gov.

Parole Investigators

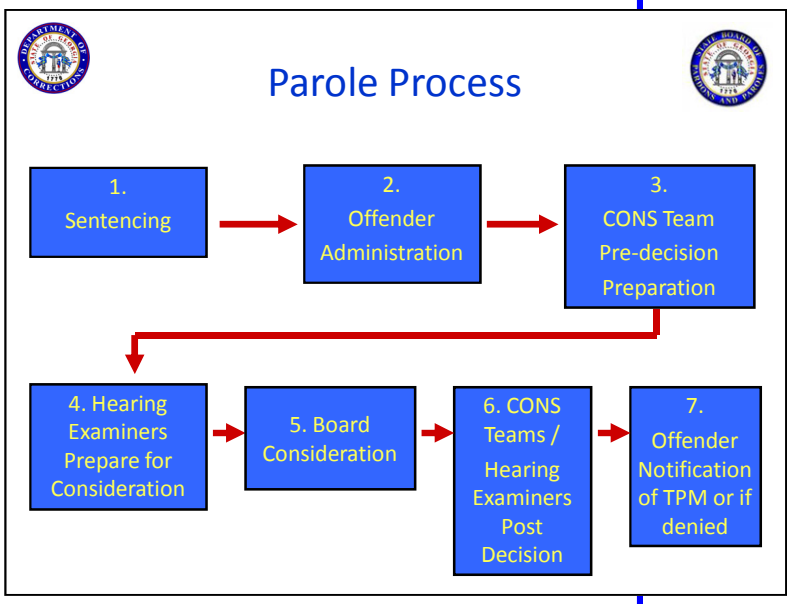
Sixty-six parole investigators work in the Clemency Division. The unit is comprised of five regions. Investigators complete criminal background reports for all offenders who are being considered for parole, and for ex-offenders who apply for a pardon. In FY14, the unit completed 39,945 investigations for the Parole Board.

State Board of Pardons and Paroles

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 family members for Personal History Statements and complete Post Sentence Investigations.



For non-life sentence cases, hearing examiners review all of the information contained in the investigations conducted by parole investigators. In order to make equitable recommendations to the board members, hearing examiners process and prepare rating summaries utilizing the agency's Guidelines Rating System. (See guidelines at www.pap.georgia.gov/parole-consideration-eligibility)

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. The members may agree with the time to serve recommendation provided by the Guidelines Rating System or they may opt to 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.

Hearing Examiners

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 amount of time the offender should serve before being granted parole. Inmates receive written notification of the Board's decision. The Tentative Parole Month or "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 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 FY14

RELEASE ACTION	Totals
Parole Certificates	8,934
Out-of-State Parole Orders	464
Conditional Transfers	1,214
Out-of-State Conditional Transfers	258
Supervised Reprieves	1,786
Out-of-State Supervised Reprieves	94
Commutations	3,119
Medical Reprieves	44
Out of State ICE Orders	299
TOTAL RELEASES	16,212
TOTAL DISCHARGES	10,378
INITIAL DECISIONS UNDER GUIDELINES	10,245
LIFE SENTENCE DECISIONS	
Deny Parole to Life Cases	577
Grant Parole to Life Cases	133
TOTAL LIFE DECISIONS	710
OTHER BOARD ACTIONS	
Pardons Granted (all types)	1,151
Restoration of Rights	170
Revocation Hearings	245
Preliminary Hearings	106
RELEASES UNDER SUPERVISION (June 30, 2014)	
Georgia Releases in Georgia	24,171
Out-of-State Releases in Georgia	1,024
Georgia Releases Out-of-State	1,975
TOTAL PAROLE POPULATION	27,170

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 a decision made 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

Parole Supervision

Protection of the public and the successful reintegration of the offender back into the community are the hallmarks of parole supervision. Parole officers, working under the guidance of the Parole Board and agency managers, are the heart and soul of parole supervision. Their goal is to carefully transition the offender back into the community and to quickly re-incarcerate those offenders who fail to follow the conditions of parole.

FY14

During Fiscal Year 2014 (FY14), the parole population increased from 25,020 parolees on July 1, 2013, to 25,195 (supervised in-state) on June 30, 2014. Meanwhile, the parole completion success rate was 72% (see chart on page 29). The total number of offenders under parole supervision in Georgia at some point during the fiscal year was 39,563. The average caseload per parole officer in the state during the fiscal year was 88, up from 87 the previous fiscal year. Annually, the Parole Board employs approximately 300 parole officers statewide. Parole officers must have a college degree and are required to complete an eight-week basic training course. (see Training information on page 35)

By visiting parolees at their homes, on the job, at counseling and treatment programs and other locations in Georgia communities, parole officers effectively monitor the offender's activities. Georgia's parole officers made 231,327 face-to-face contacts with offenders across the state during FY14. Today, the Parole Board performs parole offender supervision via the Virtual Office.

Virtual Office Statewide in FY14

At the close of FY14, the State Board of Pardons and Paroles was operating 40 parole districts or offices. All locations are "Virtual." The Virtual Office places parole officers in their state vehicle full-time where they are fully operational. The result is increased supervision of parolees in the communities thereby increasing public safety. The model of supervision allows for enhanced relationships with local law enforcement, community leaders, resource providers, and other partners. The Virtual Office eliminates the need for the traditional brick and mortar facility.

What began as a pilot in one parole office in March 2012 is now the manner in which parolees across Georgia are being supervised. Parole officers in Georgia no longer report to an office. The state vehicle is the office. 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.

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, Chromebooks 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. Ten physical office locations remain and are utilized as regional hubs.

Field Operations and Parole Supervision

AnyTrax Voice Recognition Monitoring; A Public/Private Partnership

The Parole Board began implementing a voice recognition monitoring system in FY11 for lower risk offenders who have a proven track record of success under regular or standard parole supervision. As of June 30, 2014, 3,658 parolees were being supervised through the AnyTrax voice recognition system, a public/private partnership. The percentage of successful parole completions on AnyTrax for FY14 was 97%. AnyTrax is a Georgia company.

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 the system 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 system operates successfully by identifying the parolee's voice patterns that have been pre-recorded. The offender answers questions prompted by the system. Variations or inconsistencies prompt notifications to the parole officer.

Parole officers search a parolee's residence.

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

AnyTrax 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, 2014, 929 parolees were being monitored through the program. Voice recognition curfew monitoring is used to monitor higher 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.

AnyTrax CellTrax GPS, Voice Recognition Monitoring

The voice recognition software has met and exceeded expectations for the agency. Through the GPS Voice Recognition Monitoring, the parole officer knows the offender's exact position through GPS and cellular data. When contacted by cell phone, the voice recognition system identifies the parolee through the offender's voice pattern. On June 30, 2014, there were 399 parolees on GPS Voice Recognition Monitoring.

State Board of Pardons and Paroles

Field Operations and Parole Supervision

Probation/Parole Officer Certification

Three Basic Probation/Parole Officer Training Courses (BPPOTC) were conducted during FY14. Upon graduating the BPPOTC, the officers receive 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 33 parole officers graduated the training during FY14.

BPPOTC

Joint Law Enforcement Operations

In FY14, Parole staff participated in 474 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's departments, the Department of Corrections, and the U.S. Marshals Service.

Joint Law Enforcement Operation preparation

Additionally, in FY14, the Board began working as a member of the GBI's Georgia Internet Crimes Against Children Task Force. A specialized parole officer from each of the Board's five regions is assigned to the task force. The Board also assigned one parole officer to the Governor's Drug Suppression Task Force in FY14.

Parole in Georgia Prisons

In FY14, 93 visits were made by parole managers and staff to Georgia state prison facilities. 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.

Joint Law Enforcement Operation in Atlanta

Sex Offender Supervision

During FY14, the monthly average of the Parole Sex Offender population was 1,188 offenders. The Board requires sex offenders to be supervised at the highest level to include GPS and voice recognition monitoring. Parole officers check to ensure compliance monthly by conducting property searches, verifying residence requirements and cross checking the GBI data entered on the Sex Offender Registry for those sex offenders under parole supervision who are required to register.

Field Operations and Parole Supervision

Parole Revocations and Warrants

During FY14, 2,380 offenders had their paroles revoked sending them back to prison to serve their sentences. The number was up from 2,199 in FY13. Revocations as a result of technical violations accounted for only 5%, unchanged significantly from FY13. Intermediate sanctions contribute to some offenders avoiding revocation.

Parole Board Members conducted 245 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 either revoke and return the offender to prison or continue parole.

In FY14, a total of 9,437 warrants were issued by the Board. Parole officers arrested 2,285 parolees in FY14 and 585 fugitive arrests were made.

Vice Chair James Mills conducts a parole revocation final hearing via Google Web Conferencing.

Video Revocation Hearings

The Parole Board no longer conducts revocation hearings in the traditional manner. As a result of the Google Apps for Government Platform, the Board is now holding video hearings via Google Web Conferencing (*"Google Hangout"*) including final revocation hearings. Offenders, parole staff and board members may all be at different locations. Public safety is being enhanced through reduced travel and transportation of offenders. A reduction of 31,000 miles in travel has been realized through the use of video revocation hearings.

Interstate Compact

The State Board of Pardons and Paroles' Interstate Compact Unit operates as one of the most efficient in the nation. The unit is responsible for the process of placement and transfer of all Georgia parolees and inmates with an out-of-state residence. The unit is also responsible for administering the 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 2014

- **Offenders Released/Paroled to Out-of-State Supervision: 543**
- **Offenders under Out-of-State Supervision (June 30, 2014): 1,975**
- **Offenders Released to ICE for Deportation: 224 (a cost savings for Georgia of $12,582,478)**
- **Offenders under Georgia Supervision from other states (June 30, 2014): 1,024**

State Board of Pardons and Paroles

Field Operations and Parole Supervision

Reentry Services

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

In November 2011, the Special Council on Criminal Justice Reform recommended that the State Board of Pardons and Paroles develop and implement a program to allow for a mandatory period of community supervision for offenders who would otherwise remain incarcerated until their maximum release date.

The Parole Board's Clemency and Field Divisions joined together in a collaborative effort with the Georgia Department of Corrections to utilize the department's transitional centers in the implementation of the M.O.R.E. program (Max-Out Reentry). The program was developed over the next 13 months.

Columbus Chief Parole Officer Jody Dillard talks about reentry with a state inmate.

Specialized Parole Officers are now assigned to the Department of Corrections' Transitional Centers (TC) to implement the program and provide services to the inmates. In January 2013, full implementation of the M.O.R.E. program began with weekly intake transfers of inmates into the transitional centers.

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. Inmates must not have community supervision as a part of their sentence in order to qualify for M.O.R.E. The Parole Board and the Department of Corrections carefully screen inmates for possible placement in the program. Inmates within 12 to 18 months of their maximum release date are eligible for the program. Previously, these inmates would be released at end of sentence with minimal, if any, transitional assistance.

The M.O.R.E. program provides transitional services to this inmate population by providing the opportunity and assistance in establishing access to mental health and substance abuse services, stable housing, and employment prior to release. The program is engineered to address the risk and needs of this population and establishes a continuum of care with community resource providers prior to the offender's release. Offenders are housed at the transitional 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. Inmates who are non-compliant can be returned to a secure state prison.

A TC parole officer discusses reentry plans with an offender.

As a residual benefit to the reentry efforts, there is also cost savings with the M.O.R.E. program. For each day a M.O.R.E. participant is at a transitional center instead of a "hard bed" at a prison, an estimated $12.51 is saved. For each day a M.O.R.E. participant is on parole instead of in a "hard bed" there is an estimated cost savings of $48.97 a day.

Field Operations and Parole Supervision

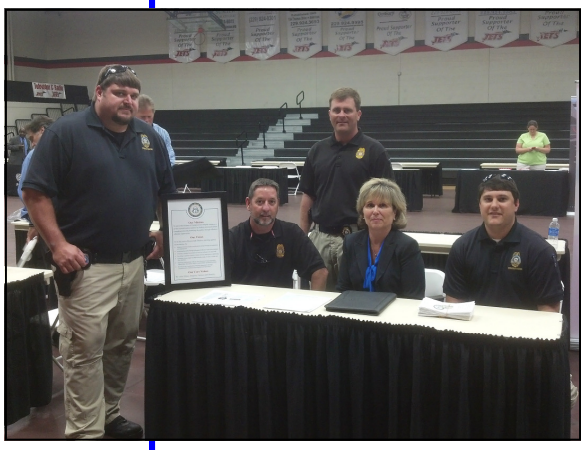
Max-Out Reentry FY14 continued:

FY14 was the program's first full year of implementation. During FY14, 494 inmates were placed in the program. As of June 30, 2014, a total of 326 offenders were active in the M.O.R.E. program. Of those cases, 165 were offenders who were ineligible for parole and 161 were offenders referred by the Parole Board. The Board referred-cases were offenders previously denied parole who may be reconsidered for parole. Forty-eight cases, previously denied parole, were referred to the Board for a new decision in FY14. Forty-two of those offenders were granted parole. Eighty inmates were removed for violations and returned to prison. There were 241 inmates who successfully completed the program and were released from the TC at the end of their court ordered term of incarceration. As the program progresses, information is being collected regarding a correlation with recidivism rates.

DRC Graduates

Department of Corrections' Day Reporting Centers (DRC)

During FY14, 36 parolees were diverted to Day Reporting Centers operated by the Department of Corrections. By successfully completing the program, the parolees receive substance abuse treatment and they are continued on parole instead of being revoked to prison.



Offender Job Fair

Employment

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

In FY14, the average monthly percentage of parolees employed was 63%, unchanged from the previous year.

Offender Job Fair

Offender Job Fairs

The FY14 Job Fair Initiative was a continuation of the collaboration between the State Board of Pardons and Paroles, the Department of Corrections' Probation Division and Transitional 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.

Offenders on parole received employment assistance through this collaboration at locations across Georgia during the fiscal year.

State Board of Pardons and Paroles

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 and eligibility.

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 www.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, willingness to accept those with EM (electronic monitoring), sex offenses, and offenders committing violent offenses. This enhances the ability of staff to find programs that match individual characteristics while also reducing the time required to find transitional housing resources.

Total THOR Facilities FY14	108
Number of site visits completed	76
Number of structured housing residences	23
Number of standard recovery residences	52
Number of intensive recovery residences	33

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 officers and Department of Corrections' probation officers who frequently make unannounced visits.

FY14
28 RPH providers
488 parolees placed in RPH
RPH expenditures: $701,304
Cost avoidance the program generated by paroling offenders to RPH: $2,582,596

RPH - Reentry Partnership Housing

The Reentry Partnership Housing Program (RPH) provides housing through vendor partners to convicted felons who remain in prison because they have 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.

86% of RPH placements since FY11 are on active parole or were successfully discharged.

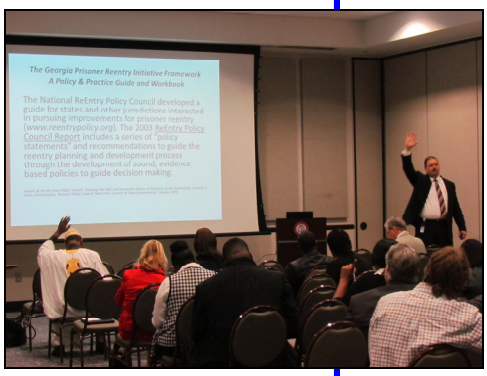
Offender Housing Dedication

Field Operations and Parole Supervision

Faith-Based Partnerships

The Parole Board has expanded and strengthened its relationships with faith-based service providers throughout the state of Georgia.

Faith-based service providers help address the gaps in services not traditionally covered by Parole Board programming. These partnerships offer emotional support, counseling, mentoring, food, clothing, housing, corrective thinking, employment preparation, and many other services to assist the parolee with his/her successful reentry into the community. The Board has established partnerships with more than seventy faith-based housing providers and more than 200 non-housing faith-based service providers throughout the state.



Georgia Prisoner Reentry Initiative

To ensure these partnerships continue to increase and provide additional services to parolees, the Board assigned 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.

The Governor's Office of Transition, Support and Reentry (GOTSR)

In November of 2013, the Georgia Criminal Justice Reform Council launched the Georgia Prisoner Reentry Initiative (GA-PRI). The GA-PRI mission is to improve public safety by reducing crime through the implementation of a seamless plan of services and supervision developed with each returning citizen and delivered through state and local collaborations, from the time the offender enters prison through their successful transition, reintegration, and aftercare in the community.

The Governor's Office of Transition, Support and Reentry (GOTSR), the Parole Board and several key state agencies have framed the Georgia Prisoner Reentry Initiative (GA-PRI) which is focusing on public safety, evidence-based practices and community involvement to promote a safer Georgia through successful offender reintegration.

Parole plays an integral role on the Statewide Implementation Steering Team targeting the three phases of the GA-PRI framework: *Getting Ready, Going Home, and Staying Home.* Assets and barriers for risk/need assessment, programming, housing, employment and other issues are being examined to achieve a double-digit reduction in recidivism.

Pilot programs co-chaired by five chief parole officers are currently being implemented and will begin recruiting community stakeholders and implementing the GA-PRI in selected locations. The pilot programs will seek a unified collaboration of treatment providers, law enforcement agencies, faith-based organizations, prosecutors, victim advocates, employers, housing providers, citizens and other stakeholders in order to facilitate successful offender reintegration.

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 parolees with mental health issues. As part of the Parole Board's Reentry Services Unit, transitional services are provided for those offenders with behavioral health needs transitioning from prison to the community.

Mental Health Services continued:

Specialized parole officers are assigned to individuals with mental health needs and provide the required increased level of case management and community supervision.

In FY14, parole officers supervised a monthly average of 556 individuals with mental health disorders who were enrolled in treatment programming upon their release, and an average of 208 received monthly medication management supervision.

Housing for parolees with mental health disorders is available through the Reentry Partnership Housing (RPH) Program. Twenty-two RPH providers house offenders with mental health needs, inclusive of the Northeast Georgia Community Service Board, which provide both RPH housing and immediate access to treatment services upon an individual's release from incarceration. The RPH providers housing individuals with mental health needs receive increased funding for additional expenses incurred to include costs associated with transporting individuals to mental health appointments.

In FY14, 24 individuals with mental health disorders were transitioned into RPH, assisting in the stabilization of the parolees' reentry process.

Drug Testing and Drug Treatment FY14

During FY14, 7,740 parolees were referred to drug treatment programs and 7,905 parolees were enrolled into drug treatment programs. The number of parolees completing drug treatment successfully during the fiscal year was 4,139 (60% completion rate).

Drug Testing

Drug tests 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 33,244 drug tests were administered by parole officers in FY14.

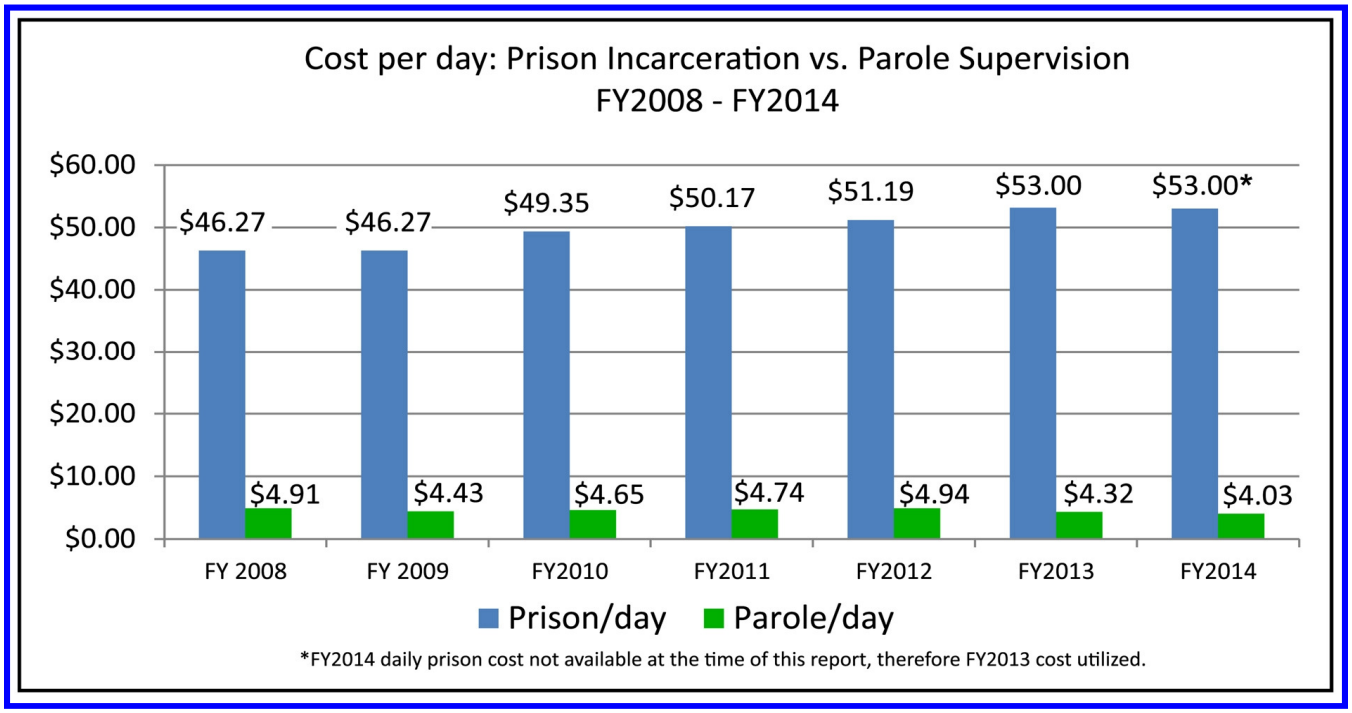
FY 2014 Parolee Outpatient Substance Abuse Recovery Services

During the fiscal year there were 56 part-time, contracted substance abuse counselors delivering services to offenders under parole supervision in Georgia. There were 2,058 Motivation, Assessment and Planning or MAP Groups conducted during the fiscal year. The MAP Group assesses the offender's risk of re-arrest based on the research-based parole risk factors. Another key service component is the 7,726 Recovery Groups conducted by counselors. A successful discharge requires the parolee to attend a minimum of six consecutive sessions and continued negative drug tests.

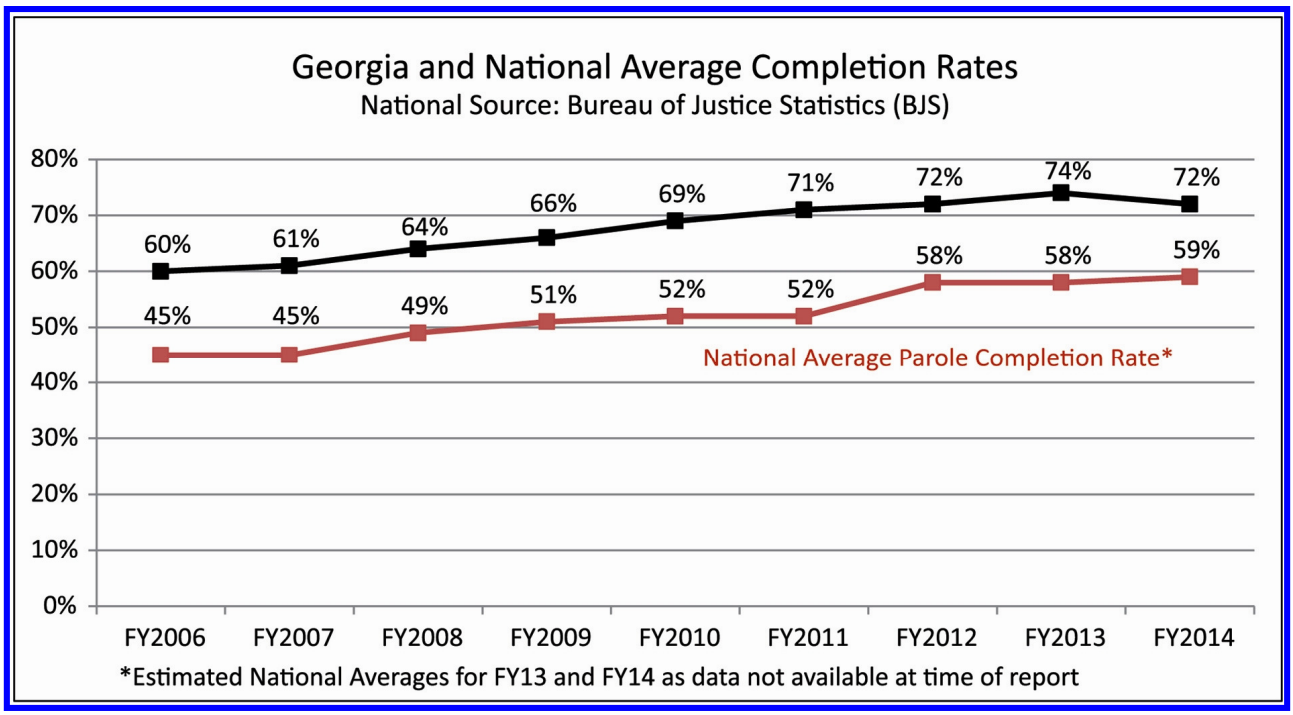
FY 2014 No Turning Back Recovery Program

The No Turning Back Recovery Program located at the Washington Parole Detention Center is an intensive addiction treatment program for parolees who are both higher risk and higher need offenders who were not successful in community-based treatment and supervision. In FY14, there were 195 admissions to the program, 154 parolees graduated (including those admitted the previous year) and were returned to parole supervision, and there were 44 unsuccessful discharges from the program. Those offenders were returned to the general prison population.

Field Operations and Parole Supervision



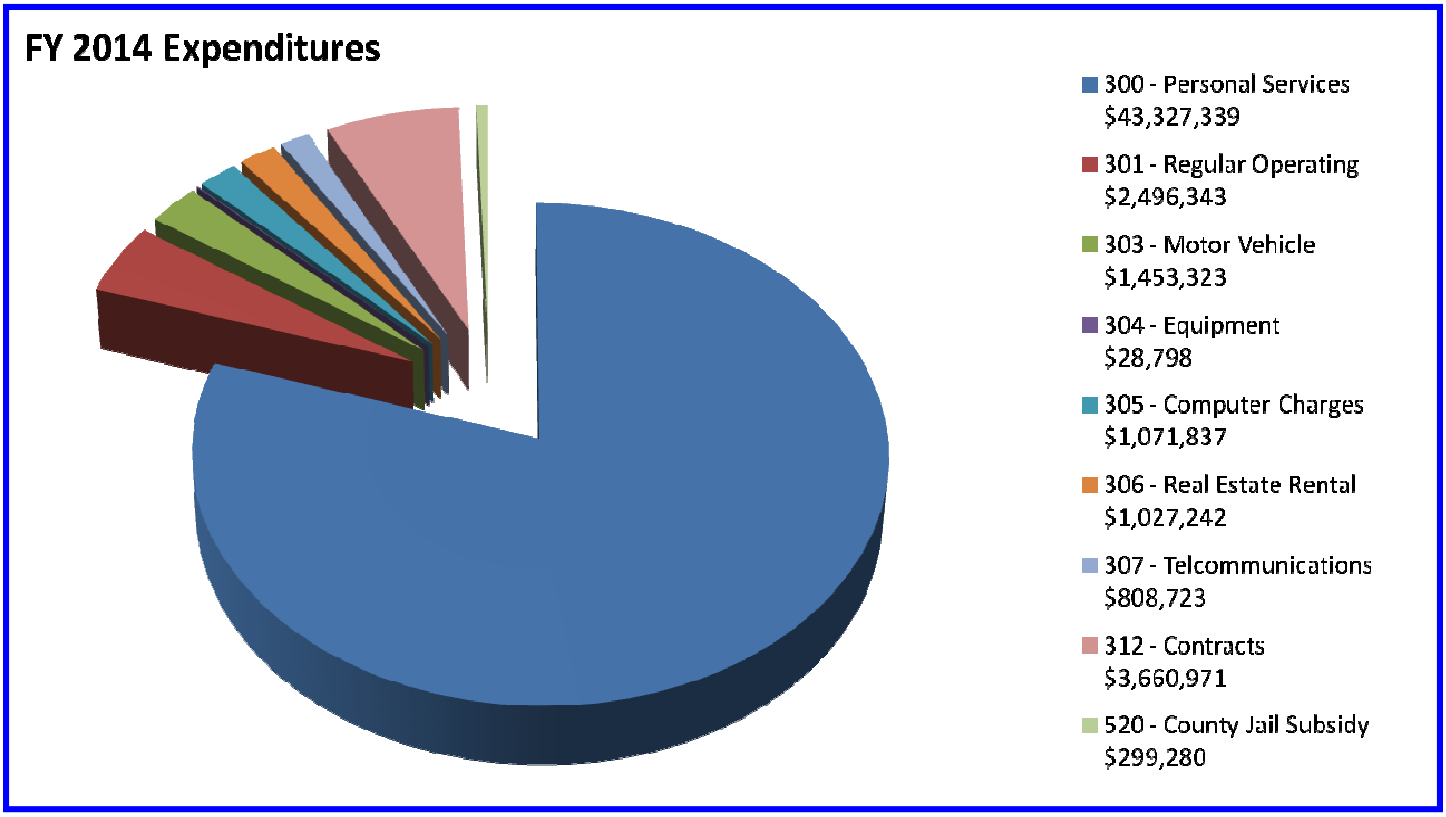
On June 30, 2014, there were more than 53,000 offenders incarcerated in Georgia prisons and 27,170 (in-state and out-of-state) under parole supervision. In FY14, the annual cost avoidance to the prison system as a result of offenders on parole is calculated at $469,175,938.



The rate of Georgia parolees successfully completing supervision remains above the national average. The calculations are based on BJS methodology.

State Board of Pardons and Paroles

Operations Support/Budget Services



Total Expenditures for FY 2014 $54,173,856

FY 14 Funds	
Federal	$221,381
Other	$967,286
General Obligation Bonds	$767,484
State	$52,217,705
Total Funds	**$54,173,856**

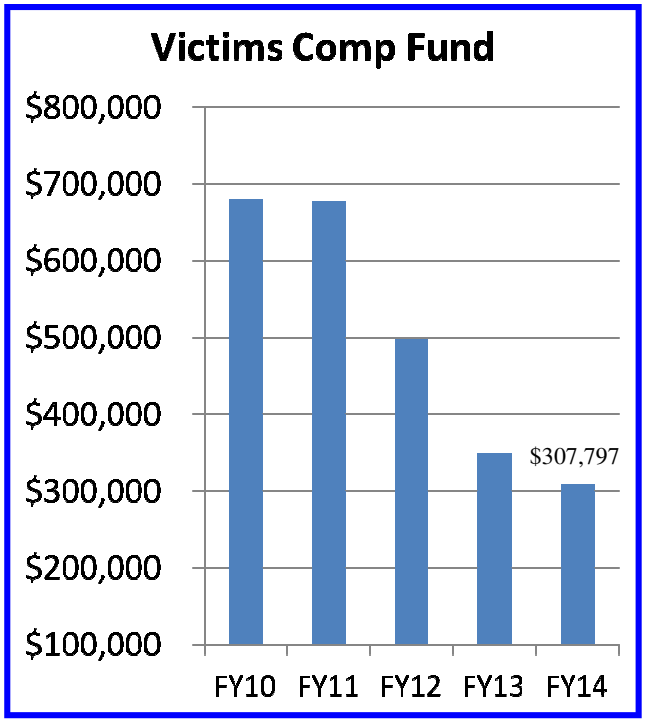
Operations Support/Budget Services

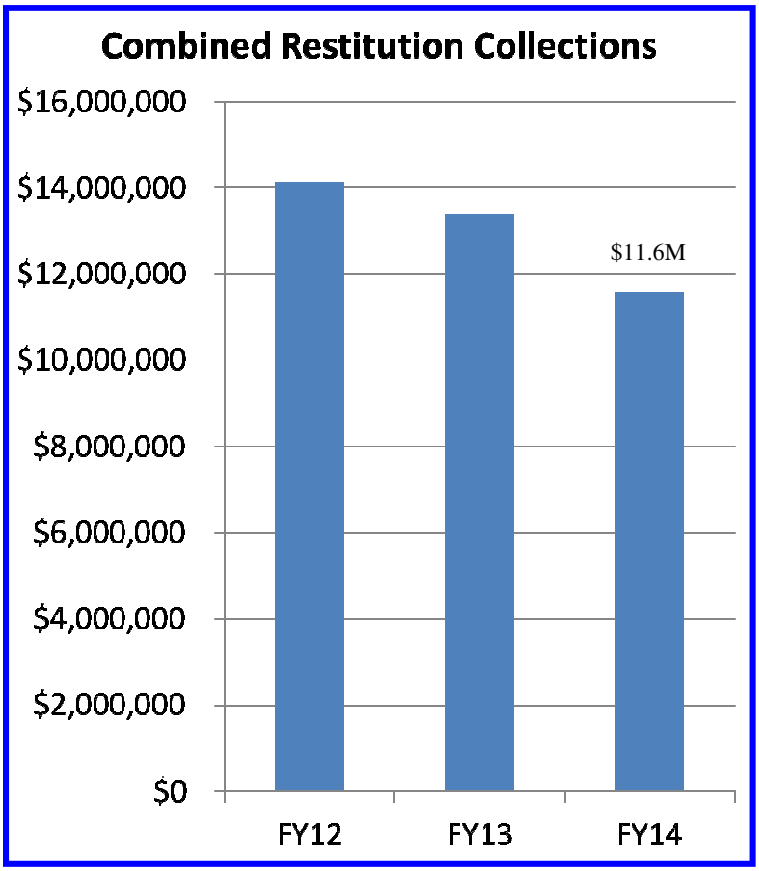
Fee Collections for FY 2014

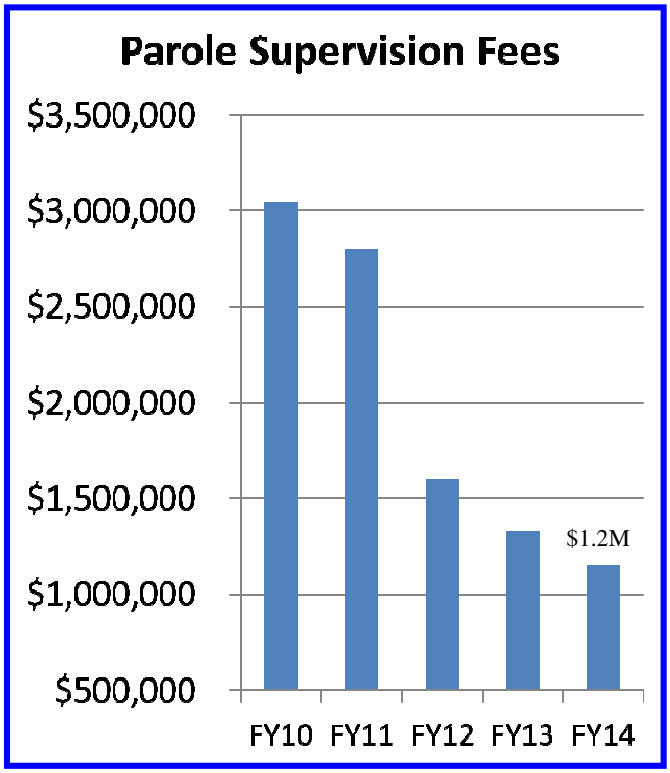
In Fiscal Year 2014, all parole supervision fees, victim compensation, and restitution fees were collected via the consolidated banking unit of the Department of Corrections. In FY14, $13,079,503 was collected.

Restitution 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.







State Board of Pardons and Paroles

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, 5,137 direct phone calls from victims were handled by staff, 5,888 correspondences from victims were made a part of offender records, 9,590 correspondences were sent to victims in response to concerns, and 2,401 victim impact statements and notifications were filed with the office.

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.

Gwinnett County DA Danny Porter (second from left) and Board Members James Mills (far left), Terry Barnard and James Donald (far right)

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 FY14, there were 1,989 new V.I.P. registrants, 8,531 phone calls were logged into the system made by victims and others, and the system made 375 calls to victims of crime.

Fiscal Year 2014 Victims Visitors' Days
Victims of crime in Georgia were again able to meet with Parole Board Members in FY14. 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.

Since the Victims Visitors' Day program began in 2006, the Parole Board has seen more than 2,200 victims at the 20 separate events held across the state.

According to exit surveys, 98% of victims participating in a Victims Visitors' Day in FY14 stated that all of their questions were answered to their satisfaction.

FY14 Victims Visitors' Days
Lawrenceville, Georgia - July 11, 2013
A Victims Visitors' Day was conducted in conjunction with the Gwinnett County District Attorney Victim Witness Assistance Program. Nearly 150 victims and family members of victims were able to meet with board staff including board members to give them information and to ask questions about the offender's parole status.

Operations Support/Victim Services

Savannah, Georgia - September 19, 2013, Victims Visitors' Day
More than 200 victims and family members of victims attended the Victims Visitors' Day (VVD) in Savannah. This was the second visit to Savannah by the Parole Board, which first visited Savannah in 2006.

Forsyth, Georgia - National Crime Victims' Rights Week, April 7, 2014
More than 200 victims of crime discussed the crimes that made them victims with the State Board of Pardons and Paroles on Monday, April 7, 2014. The agency conducted a Victims Visitors' Day in Forsyth at the Department of Corrections' headquarters, as a part of the ceremonies being held to commemorate National Crime Victims' Rights Week.

VOD Facilitators

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. Victims interested in the program may contact the Office of Victim Services.

Facilitators of VOD meetings include parole officers.

Victims and offender after a VOD

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**

State Board of Pardons and Paroles

Operations Support/Human Resources

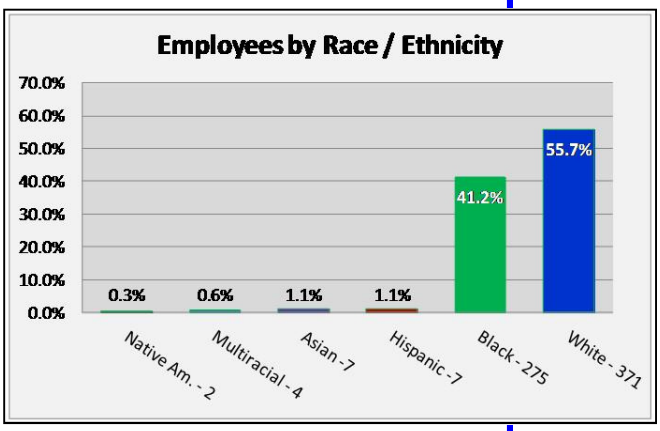
The State Board of Pardons and Paroles' Human Resources Unit provides support to agency staff in key areas such as payroll and benefits. The agency's workforce on June 30, 2014, was 666 employees, up from the previous fiscal year total of 661. The number of sworn staff was 427. The parole officer turnover rate for FY14 was 8.45%.

Sworn staff:

- **Chief Parole Officers: 41**
- **Assistant Chief Parole Officers: 39**
- **Parole Officers: 284**
- **Other sworn staff: 63**

Total sworn staff: (427)
Non-sworn staff: (239)

Employees by gender: Male (294/44%)
Female (372/56%)



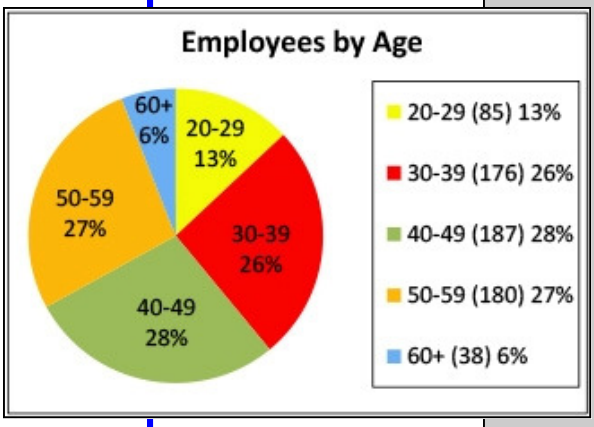
New employee orientation

Human Resources participates in career fairs statewide.

In FY14, the Human Resources Unit implemented a new applicant tracking system. The agency formed a strategic partnership with Racarie Software to utilize their product known as "ApplicantStack."

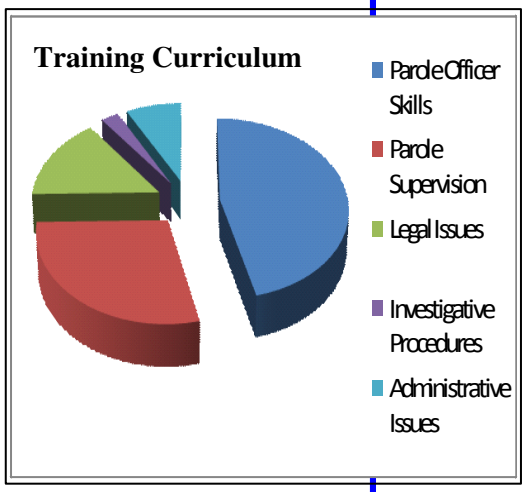
This software application enables the electronic handling of the agency's recruitment needs. The primary purpose of any applicant tracking system is to make paper processes electronic and to automate workflows of routine manual tasks.

"ApplicantStack" has many features that are beneficial to both applicants and hiring managers. Online job applications, new agency job boards, automated emails to applicants, increased hiring process transparency, increased social media presence, and the ability to create supplemental applications for internal promotions are just some of the features available to users. The new applicant tracking system has expedited the agency's hiring process.



Operations Support/Training

During FY14, the Board's Training Unit delivered 38,080 hours of training. The unit's four full-time employees in conjunction with adjunct instructors facilitated the training. Sworn staff training hours totaled 25,610 and non-sworn staff received 3,830 hours of training. In addition, the Training Unit delivered 10,560 hours of training to outside agencies.



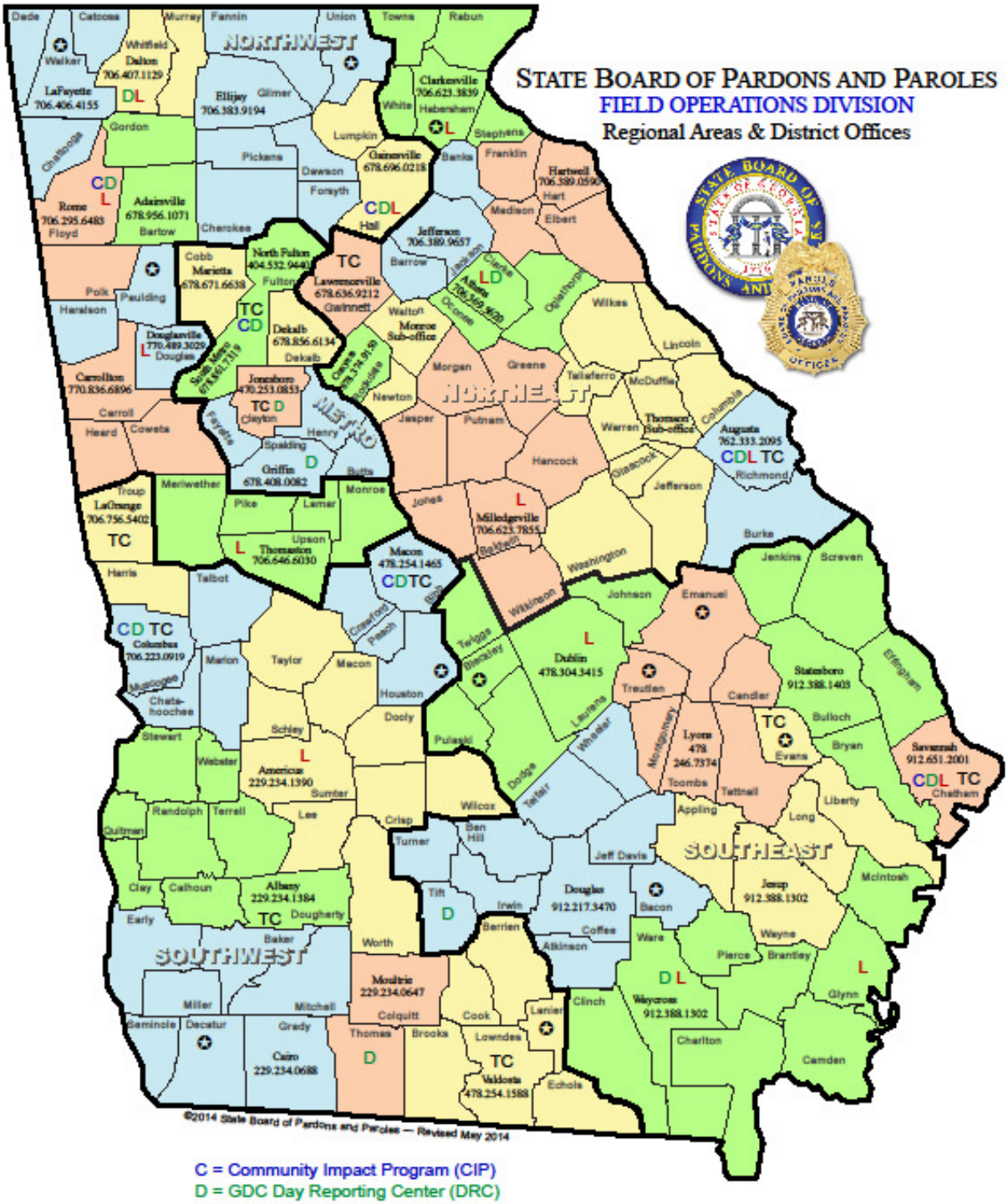
All newly hired parole officers must complete the eight week basic training course within twelve months of their hire date. In FY14, three Basic Probation/Parole Officer Training Courses (BPPOTC) were conducted by the Board's Training Unit graduating 33 parole officers, 15 probation officers and 12 juvenile probation officers. The course is conducted at the Georgia Public Safety Training Center in Forsyth. BPPOTC includes firearms qualification, supervision techniques, investigation procedures, intervention strategies, criminal and Georgia law, policy and procedure, interview skills, physical fitness, arrest procedures, defensive tactics, and data management. Newly hired parole officers also spend training time in a Georgia state prison to learn about the Department of Corrections and to learn what offenders experience while incarcerated in order to better equip the officers to assist in reentry.

Intensive class study is included in the parole officer 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 and use of deadly force. Non-sworn staff must complete a minimum of eight hours annually.

BPPOTC Graduation

State Board of Pardons and Paroles



State Board of Pardons and Paroles

"Georgia Parole: Efficient and Effective"

Fiscal Year 2014 Annual Report

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The Fiscal Year 2014 Annual Report was prepared by the Parole Board's Office of Communications and the Office of Information Technology. Cover by Richard Oleson

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