

The Performance Incentive Credit (PIC) Program is a program whereby eligible offenders have the opportunity to reduce the length of prison service through satisfactory progress in educational/treatment programs, work details, and good behavior. Positive performance by offenders will result in favorable reports to the Parole Board, and under this policy an offender can earn up to 12 months credit. Unsatisfactory performance will be addressed through the disciplinary process.

Offenders excluded from this program include:

- Boot Camp Offenders
- Offenders under death sentence
- Offenders serving a life sentence with or without possibility of parole
- Offenders with sentences less than or equal to two years
- Offenders serving for non-parole eligible offenses or serving minimum mandatory sentences, i.e. 7 deadly sin offenders (SB441), 90% time to serve offenders.
- Offenders excluded from participation in PIC by the Parole Board.

An assessment is conducted on all offenders upon entry into the GDC system which is used to develop an individual Re-Entry case plan. Offenders can earn one (1) point for completing all activities within a category in the Re-Entry case plan. For example if an offender completes groups/programs in an assessed area of need, i.e., substance abuse, they can earn one point. As offenders **complete all (100% of all categories)** of their Re-Entry case plan, they may earn 6 points. For example, if an offender has education, substance abuse and cognitive behavior needs per the Re-Entry case plan, as he/she completes groups/programs which are designed to address those needs, he/she is satisfying the Re-Entry case plan and therefore may earn up to 6 months credits.

Offenders may also earn points based on assignment to certain work details. Offenders can earn points for working on the following details:

- Mobile Construction
- Georgia Correctional Industries (GCI) details
- Fire Station Services
- Outside Work Details

The amount of points that offenders can earn is dependent on the amount of cumulative time served on certain work detail assignments. An assignment to these work details is a local Classification Committee decision based upon established criteria in Facilities

Operations policy. In order to be assigned to such details offenders need to meet all minimum eligibility criteria in policy **and** demonstrate positive/good behavior.

One extremely important element of PIC consideration is an offender's overall good conduct and behavior throughout incarceration. If an offender is disruptive and removed from general population, he/she is unable to attend groups/programs and/or work detail assignments for which PIC credits are earned. This will delay an offender's ability to complete the items outlined in the Re-Entry case plan.

As groups/programs are completed and time on work assignment grows, the Re-Entry case plan is updated by the facility counselor. The point calculations are automatically totaled in the data base, which is shared with the Georgia Board of Pardons and Parole. The facility counselor cannot determine the points earned in the automated system, but can advise the offender during the counselor contact, the degree of completion achieved toward the Re-Entry case plan objective.

Therefore, in order to maximize the benefits of the PIC process, offenders must be 100% compliant with their individual Re-Entry case plan, and learn proper work habits by demonstrating good work behaviors while incarcerated.