



# PERFORMANCE INCENTIVE CREDIT

The Performance Incentive Credit (PIC) Program provides offenders an opportunity to reduce the length of their prison sentence through satisfactory progress in cognitive-behavioral programs, education, vocational, work details, and good behavior. The Georgia State Board of Pardons and Paroles determines eligibility. Offenders can accumulate one point for completing all activities within a category of their reentry program case plan (one point equals one month of credit). An offender can accumulate up to 12 months' credit. The PIC program offers three ways offenders can actively and positively accumulate PIC points: completion of reentry case-plan, detail/work assignments, and educational improvement beyond the case plan.

## MISSION

The Georgia Department of Corrections protects the public by operating safe and secure facilities through the development of professional staff and effective offender management.

**Timothy C. Ward**, Commissioner  
**Ahmed Holt**, Assistant Commissioner Facilities Division

### ELIGIBILITY

- Assessment is conducted on all offenders upon entry into the Georgia Department of Corrections (GDC) system, which is used to develop an individual reentry case plan
- Must not be under death sentence or serving life sentence
- Must have sentence length of more than two years
- Must not be serving a sentence with a non-parole eligible offense

### BENEFITS

#### OFFENDERS

- Additional time earned-off sentence (contingent upon State Board of Pardons & Paroles approval)
- Engaged in reentry case plan
- Performance yields points and builds self-efficacy
- Points accumulated for specialized detail assignment

#### AGENCY

- Better managed offenders
- Pool of skilled inmate labor
- Maximize program capacity by: increased releases, reduction in recidivism, reduction in jail backlog, opportunity to incentivize program attendance

### PROGRAM CREDITS

#### EDUCATION

- Offers Adult Basic Education (ABE), Literacy Remedial Reading (LRR), and General Equivalency Diploma (GED) prep to offenders who have not yet completed their GED or obtained a High School diploma prior to incarceration
- One point if actively enrolled or one level completed

#### CAREER TECHNICAL & HIGHER EDU (CTHE)

- Offers offenders opportunity to obtain job skills through CTHE programs to make them competitive in the job market upon release
- Program completers receive a certificate of completion from the Technical College System of Georgia
- One point for On-The-Job-Training (OJT) or vocational program

#### COGNITIVE BEHAVIORAL HEALTH PROGRAMS

- Offers offenders, that have been assessed in cognitive psychological needs, to acquire the ability to identify their reasoning errors and come up with new ways of thinking
- One point for category completion

#### SUBSTANCE USE PROGRAMS

- Offers offenders education on substance use issues
- Level of use determines the amount of programming given
- One point for category, excluding Residential Substance Abuse Treatment (RSAT)

#### SEX OFFENDER PSYCHO-EDUCATIONAL PROGRAMS (SOPP)

- Offers help to sex offenders in GDC custody to recognize a need for therapy
- One point for category completion

### PIC DETAIL CREDIT

#### OVERVIEW

- Outside details, county camps, administrative aides- allows for six credits earned for 42 months on a detail
- Offenders can be assigned to work special details after meeting all eligibility criteria in facilities operations policy and demonstrate positive, good behavior. Offenders will accumulate six credits after 24 months on special details.

#### MOBILE DETAIL

- Opportunity to work on special construction projects for GDC statewide
- Includes working for counties in building services (i.e. constructing libraries, parks, jails)

#### PRISON INDUSTRY DETAIL

- Opportunity to work for an outside employer while incarcerated
- Details could include work with Georgia Correctional Industries (GCI), canning plant, optic plant, mattress plant

#### FIRE SERVICES DETAIL

- Opportunity to work at facilities that assist local city and county fire departments
- Assist fire stations in rural areas where full-time departments do not exist
- Inmates are able to receive firefighter certification/license

#### FOOD AND FARM DETAIL

- Opportunity to work in GDC cafeterias or on GDC farms with responsibility of preparation and service of over 39,118,326 meals annually
- Opportunity to learn farming skills, including operating farming equipment, growing vegetables, raising cattle and swine

INFORMATIONAL HIGHLIGHTS