

ANNUAL REPORT
2020

GEORGIA
DEPARTMENT OF CORRECTIONS

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.

VISION

We set the exceptional standard for protecting the public through our people, processes and infrastructure.

VALUES

Courage • Determination • Teamwork

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Report designed by: Jessica Eanes

Letter from the Commissioner



Timothy C. Ward
Commissioner

On behalf of the largest law enforcement agency's dedicated team in the state, I am proud to present the Georgia Department of Corrections' (GDC) Fiscal Year 2020 Report (FY 2020). This report reflects our FY 2020 accomplishments and our efforts in mitigating the spread of COVID-19 within our 90+ facilities across the state while maintaining our non-negotiable mission of public safety. Highlights of our successes include our continued commitment to the operation of safe and secure facilities, developing and retaining a quality workforce, and helping set the stage for success for our offender population.

The GDC continues to develop programs and opportunities intended to assist with offender reentry, and one such opportunity is the expansion of the successful evidence-based program, initially launched at Lee and Hancock State Prisons. This program uses proven techniques in communication, gang renunciation, and cognitive-behavioral learning. During this fiscal year, three additional facilities began offering this programming model.

Our Inmate Services unit has continued to issue important reentry documents to eligible offenders, with FY 2020 totals as follows: 5,904 driver's licenses and identification cards, 8,028 birth certificates, and 11,607 Social Security cards. More than 1,700 General Education Diploma's (GED) were awarded to offenders, and more than 5,000 enrollments into the GED program were recorded by the Education unit. As a result of the combined efforts of our instructors, counselors, correctional officers, and partner agencies, approximately 20,000 Career, Technical, and Higher Education completions were earned.

During FY 2020, the GDC continued to leverage technology to improve efficiencies in safety and costs associated with transporting offenders for court hearings. By conducting hearings via teleconference and video, a savings of more than 88,000 miles and approximately 4,000 staff hours were realized. To date, 42 of 49 judicial circuits participate in this new process, and we anticipate year-over-year savings to continue as additional circuits begin participating.

I'm proud to say that, despite the unusual circumstances, we have been able to maintain the majority of our standard operations. Our Georgia Correctional Industry (GCI) farm operations have continued, and the GCI team has provided much-needed masks and gowns to partner agencies, offenders, and staff. GCI also produced masks and backpacks for DFCS to distribute to those in need.Additionally, inmate firefighter teams have continued to support local communities across the state.

The entire GDC team has consistently shown bold, courageous leadership as we have worked together to navigate through this challenging year, and our successes reflect their unwavering commitment to public safety and to this state. I'm proud to share the outstanding work our team has done - and continues to do - each and every day.



ANNUAL REPORT

The Board of Corrections is composed of 19 members, as of January 2013, one in each congressional district in the State and five at-large members. The Governor appoints all members, subject to the State Senate's consent, to staggered five-year terms.

The Board develops rules governing employees' conduct and welfare under its authority and the assignment, housing, feeding, clothing, treatment, discipline, rehabilitation, training, and hospitalization of all offenders under its custody.

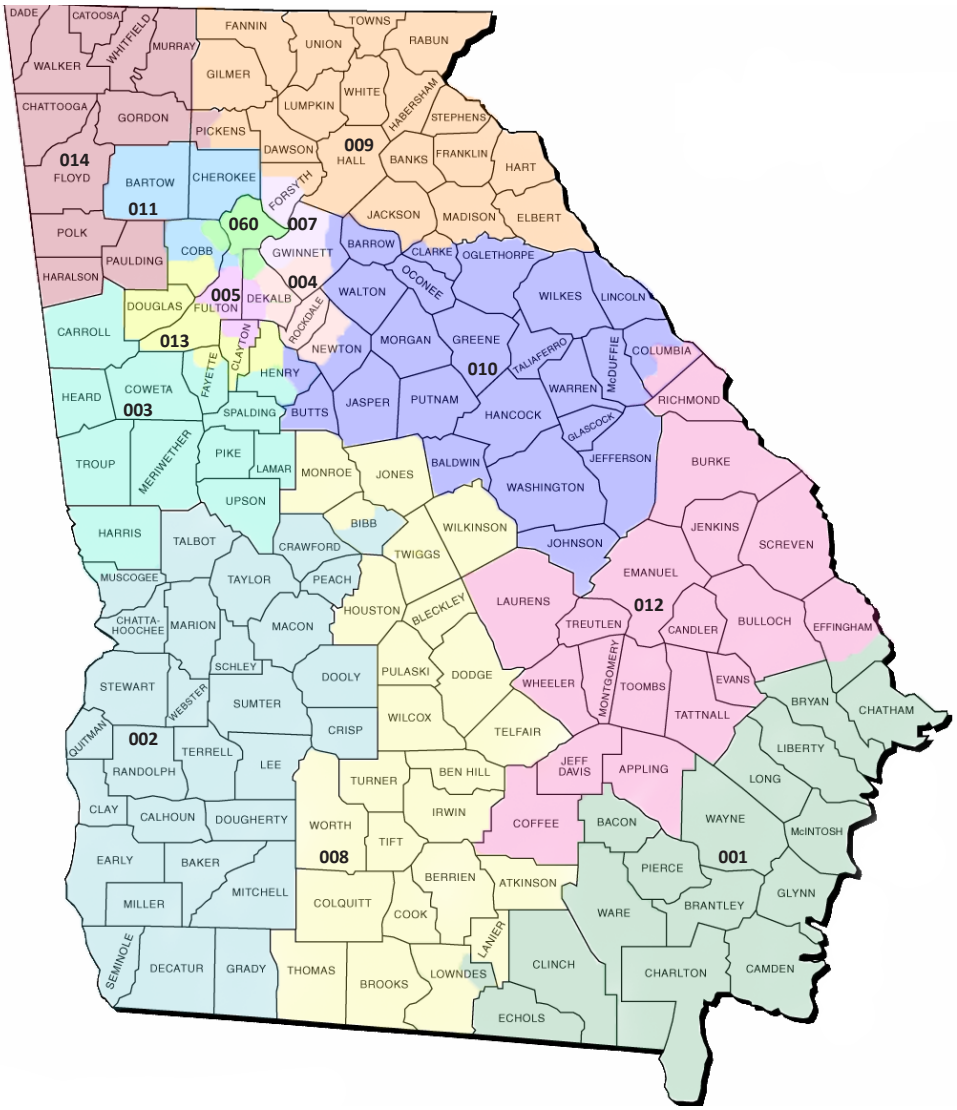
The members serve on the following committees:

- Budget/Utilities
- Correctional Industries/Food & Farm
- Education/Recidivism
- Facilities
- Health Services and Nominations

The Board of Corrections is a statutory policy-making board and has legal status only as a board. The operation and management of GDC's institutions and facilities are the responsibility of the Commissioner.

FY 2021 BOARD MEMBERS
First District: Tommy M. Rouse
Second District: Alton Russell
Third District: Duke Blackburn, Chairman
Fourth District: Ester Fleming, Jr.
Fifth District: Andrea Shelton, Secretary
Sixth District: Janelle King
Seventh District: Christopher Clark
Eighth District: J.C. "Spud" Bowen
Ninth District: Stacy Jarrard
Tenth District: Donnie Pope
Eleventh District: Bill White
Twelfth District: Wayne Dasher, Vice-Chairman
Thirteenth District: Barry Babb
Fourteenth District: John Mayes

AT-LARGE MEMBERS
W.D. Strickland
Mike Coggins
Rose Williams
Larry E. Haynie
Luis "Lou" M. Solis, Jr.





GOVERNOR
BRIAN P. KEMP



COMMISSIONER
TIMOTHY C. WARD



CHIEF OF STAFF
RICKY MYRICK

Assistant Commissioners



Inmate Services
Jay Sanders



Facilities
Ahmed Holt



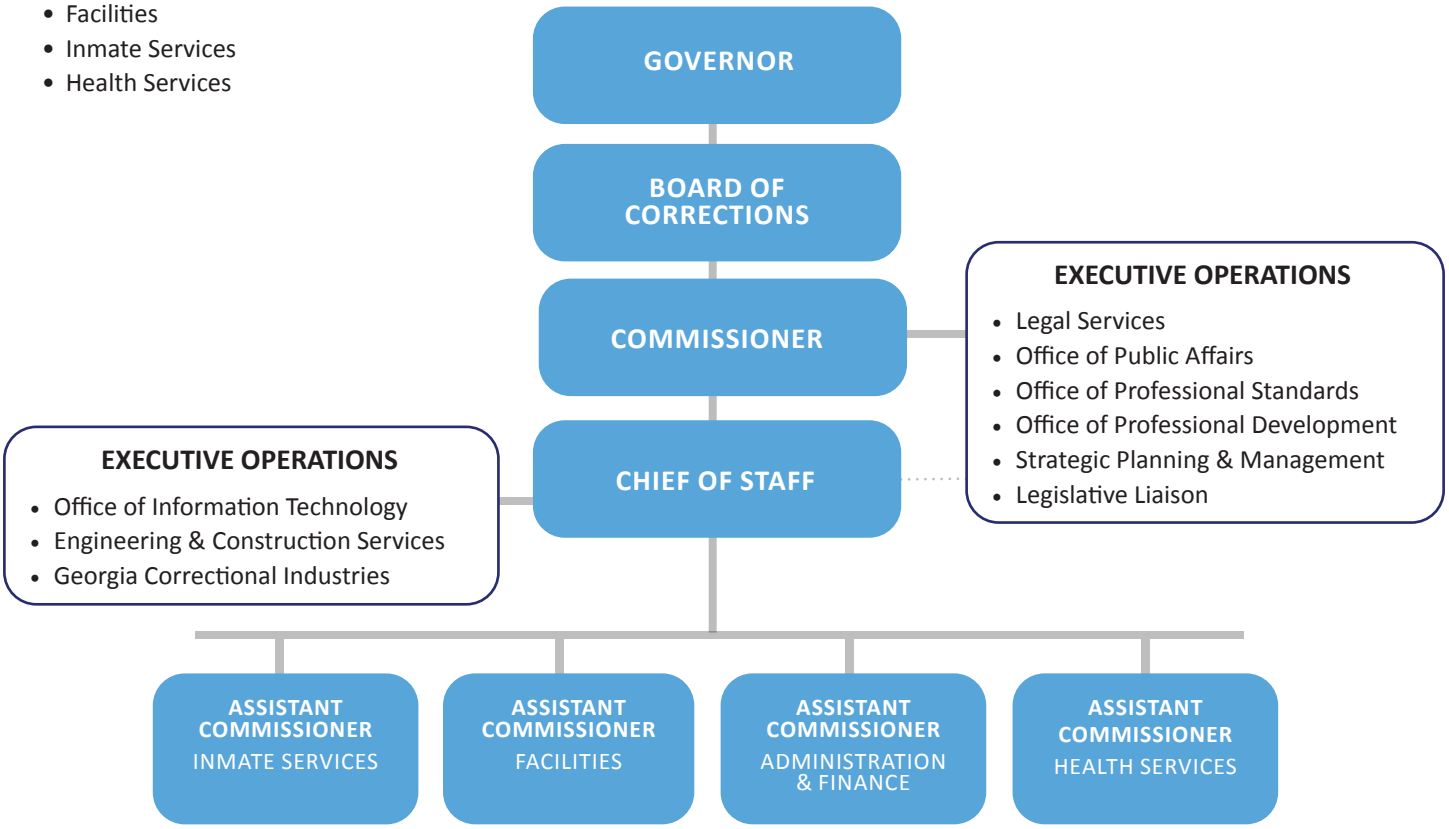
Administration and Finance
Alan Watson



Health Services
Randy Sauls

THE GEORGIA DEPARTMENT OF CORRECTIONS (GDC) IS ORGANIZED INTO FIVE DIVISIONS:

- Executive Operations
- Administration and Finance
- Facilities
- Inmate Services
- Health Services



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LEADERSHIP CHANGES

On December 5, 2019, Commissioner Timothy C. Ward announced the promotion of Ricky Myrick, Assistant Commissioner of Facilities Division, to Chief of Staff. Commissioner Ward also announced the promotion of Ahmed Holt, Deputy Director of Field Operations, to Assistant Commissioner, Facilities Division.

ACA ACCREDITATION

During FY 2020, ACA awarded eight GDC facilities with accreditation, each receiving audit scores exceeding 95%.

CYBERSECURITY EDUCATION

On August 13, 2019, Governor Kemp issued an Executive Order requiring all executive branch state agencies, including GDC and Georgia Correctional Industries (GCI), to complete ongoing cybersecurity awareness training to protect state systems from cyber-attacks.

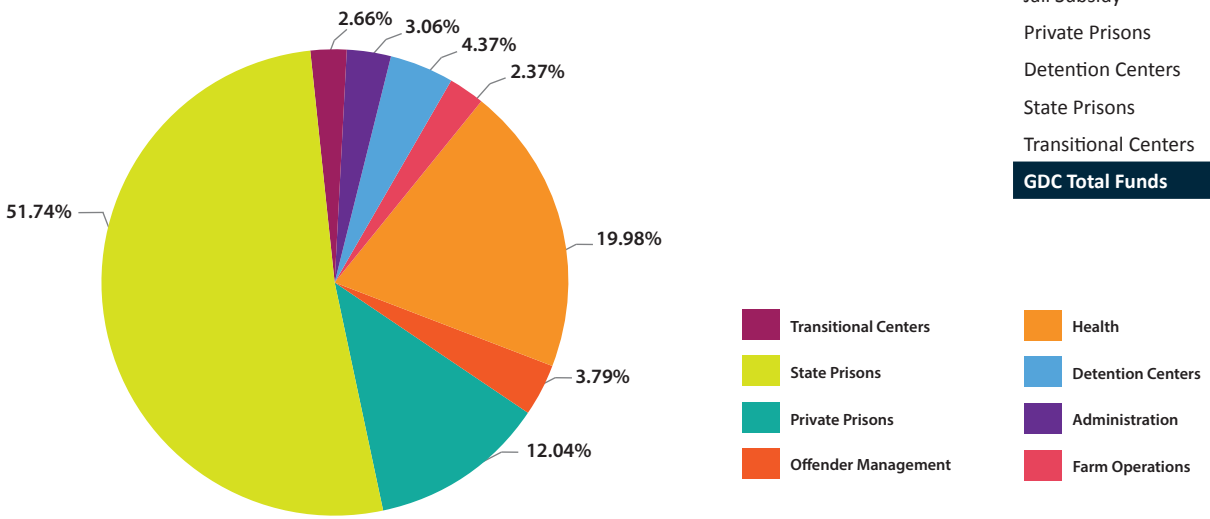
Through FY 2020, two assignments, each consisting of two modules, have been completed by GDC staff, with completion rates of 99.6% and 100%. Multiple phishing campaigns are currently either in progress or have been completed, with remedial education automatically assigned, as necessary. Future security education will be assigned in the first and third quarters with phishing campaigns in each calendar year's second and fourth quarters.

FINANCIAL MANAGEMENT

The office of Budget Services is responsible for the agency's $1.1 billion budget to include grants, state, federal, and other funds. Budget Services serves as the central coordinating entity for developing, allocating, and managing the agency's financial resources. All divisions, field, and central office locations receive guidance to support their operations. This year, Budget Services was instrumental in GDC's implementation of Regional Processing Centers to streamline its business processes. Additionally, the budget team serves as a liaison with the Governor's Office of Planning and Budget, the House Budget and Research Office, and the Senate Budget and Evaluation Office to ensure the Governor and the Legislature fund the agency's needs and that the Department complies with state law, policies, and procedures.

Budget Highlights for FY 2020	
Streamlined business processes and consolidated services at Regional Offices	(4,823,320)
Increased contract rate for County Correctional Institutions	1,800,000
Reduced overtime costs through improved timekeeping system	(6,549,802)
Reduced inmate transport costs and utilizing virtual court system	(1,200,000)

FY 2020 Percent of Total Budget by Program



Amended FY 2020 Appropriations by Program	
Program	**Budget**
Administration	37,677,223
Food and Farm Operations	27,627,598
Health	233,066,277
Offender Management	44,174,188
Jail Subsidy	5,000
Private Prisons	140,409,108
Detention Centers	50,927,685
State Prisons	603,560,964
Transitional Centers	30,999,439
GDC Total Funds	**1,166,447,482**



COVID-19 RESPONSE

ANNUAL REPORT

EFFECTIVE EMERGENCY MANAGEMENT AND COVID-19

The Georgia Department of Corrections (GDC) has responded with all available resources to help prevent and mitigate the potential introduction and spread of Coronavirus (COVID-19) into facilities. The GDC continues to work closely with the Centers for Disease Control and Prevention (CDC) and the Georgia Department of Public Health (DPH) to coordinate the appropriate response to the evolving situation. The department has implemented a phased approach to include activating GDC's Pandemic Emergency Response Team, planning and education, preparedness, and response.



- GDC staff and the inmate population received education on COVID-19. Information included but was not limited to information related symptoms and prevention of the virus.
- In early March 2020, movement in and out of GDC facilities such as non-essential offender transfers, prison tours, and visitation (including volunteers and attorney visits), were put on suspension, as well as programming and outside details (unless an emergency occurs).
- Conducted enhanced screening of all staff, vendors, and contractors to include the requirement of a signed attestation of any no-known-illnesses questionnaire, temperature checks with temporal thermometers before entry into the facility. Portal Sergeants must wear gloves and observe handwashing requirements and other sanitation measures.
- Modifying the offender movement process ensured GDC's staff and offenders' safety and well-being. Beginning May 18, 2020, Georgia Diagnostic and Classification Prison (GDCP) became the entry point for male offenders and Lee Arrendale State Prison (LASP) for females. New intakes and court return offenders administered a COVID-19 test upon arrival. Those who are symptomatic are placed in a designated medical isolation unit, awaiting their test results. Non-symptomatic offenders are placed in 14-day security quarantine pending test results. Offenders receiving negative test results resume the normal diagnostic process.

INFORMING AND MAINTAINING TRANSPARENCY

In March 2020, GDC redesigned the public website's homepage to contain the latest information regarding the Coronavirus pandemic.

New sections include:

- GDC's Latest COVID-19 Updates
- Frequently Asked Questions
- Updated Visitation Information
- Press Releases
- Confirmed Case Count



EXCEEDING PEACE OFFICER STANDARDS AND TRAINING COUNCIL, AND AMERICAN CORRECTIONAL ASSOCIATION STANDARDS DURING A PANDEMIC

During the COVID-19 pandemic, the Office of Professional Development (OPD) has provided services that supported the mission of the Department in significant ways:

- Peace Officer Standards and Training (POST) Council closed all academies in March of 2020 due to the pandemic. The Office of Professional Development (OPD) created the Georgia Corrections Academy Social Distancing and Sanitation Procedure for modified training and distributed it to other agencies as a model policy. The POST Council approved this procedure, and as a result, the Georgia Corrections Academy was allowed to reopen in May of 2020.

- In conjunction with the Facilities Division, OPD Leadership Development Unit (LDU) assisted in rewriting the GDC Pandemic Response Plan.

- LDU also assisted facilities by sanitizing and decontaminating institutions and satellite facilities, while training staff on infection control strategies through hazardous assessments to prevent worker exposures.

GEORGIA CORRECTIONAL ACADEMY SOCIAL DISTANCING AND SANITATION PROCEDURES

From May - July 2020, six BCOT training courses were held off-site.

Covid-19 protocols for cleanliness, social distancing, and screening standards for BCOT main campus and off-site training locations consist of:

- Dorms, dining hall, classrooms, and gymnasium treated and cleaned with disinfectant each week using Bioesque disinfectant
- Dining hall and classrooms were re-arranged to ensure adherence to six-foot social distancing protocols
- Six-foot intervals were marked around and between the dining hall, classrooms, and on the gym floor for formations during inclement weather
- Cadets screened for temperatures with a temporal scanner twice per day: in the morning before class and after lunch

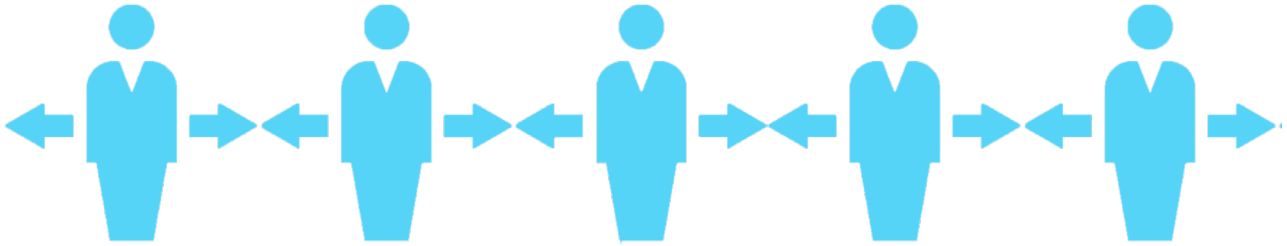
Clean surfaces with a cleaning solution provided by GCI upon arrival and throughout the day



Provide masks to cadets and enforce that they are worn



All cadet temperatures taken twice a day, before class and after lunch



Enforce social distancing throughout training. Space seating arrangements to ensure at least six-feet of separation between cadets (no more than ten cadets per 500 square feet of space.)

GEORGIA CORRECTIONAL INDUSTRIES (GCI) SUPPORT DURING COVID-19

Offenders at the Pulaski Garment Plant, Central Garment Plant, Hancock Garment Plant, and Telfair Mattress Plant produced cloth masks for the Georgia Department of Corrections (GDC), private and county facility offenders, and staff. Offenders and staff worked to produce over 160,000 face masks.

- GCI Chemical Plant increased production of:
  - general purpose bleach
  - liquid laundry bleach, builder, and detergent
  - pine and citrus scent disinfectants
- The Chemical Plant fulfilled most orders within a few hours or days
- Transportation drivers continued to provide deliveries and coordinated emergency supply deliveries to ensure all facilities had much-needed food, supplies, and Personal Protective Equipment (PPE)
- Food Processing Units continue to produce food items for the offender menu (milk, eggs, canned and fresh vegetables, meat products, and grits/cornmeal)











160,000

masks have been delivered to GDC offenders and staff members



794,800

bars of hand soap have been delivered and distrubited to facilities for offenders



25,743

gallons of hand sanitizing chemicals delivered to facilities statewide for staff members



15,333

boxes of PPE have been delivered to staff members in facilities statewide


DEPARTMENT OF CORRECTIONS
STATE OF GEORGIA
CONSTITUTION
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1776

STAFF FIRST

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RECRUITMENT AND RETENTION

At the end of FY 2020, the agency employed 8,158 full-time employees (FTE) and 392 hourly employees. Correctional Officers make up 49.8% of staff, 18.7% are sworn employees, and the remainder are in non-security staff roles. Of the 8,158 employees, 92.3% work in the Facilities Division, providing direct supervision to offenders.

FY 2020 Hiring and Separations

Hires	CO Hires	Separations	CO Separations
2,153	1,777	2,810	1,854

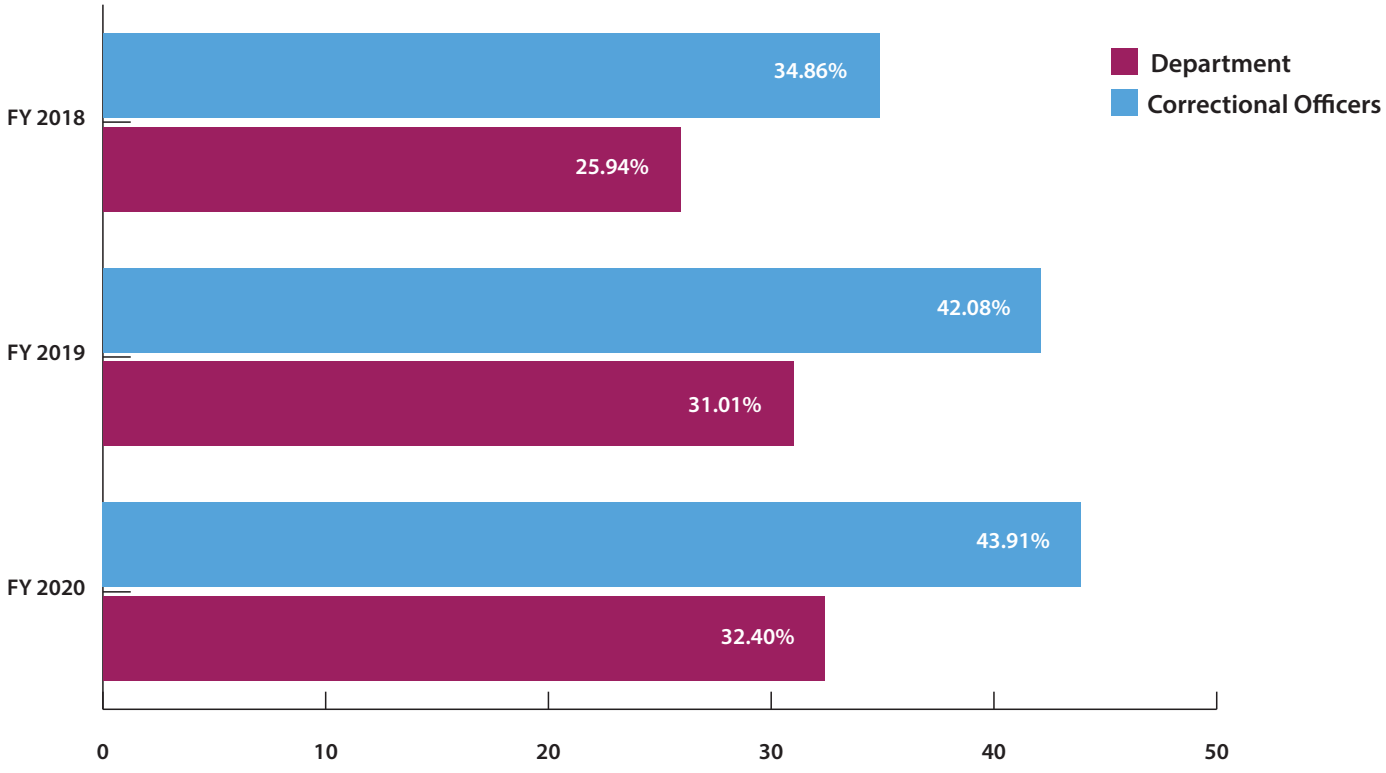
End of Fiscal Year FTE by Type

Employee Type	FY 2019	FY 2020
Correctional Officers	4,668	4,060
Other Sworn Staff	1,531	1,523
Non-Security Staff	2,970	2,575

End of Fiscal Year FTE by Division

Employee Type	FY 2019	FY 2020
Executive Office	500	394
Facilities Division	8,400	7,527
Inmate Services Division	71	55
Health Services Division	29	26
Administration and Finance	169	156
Totals	**9,169**	**8,158**

Annual Turnover Rate



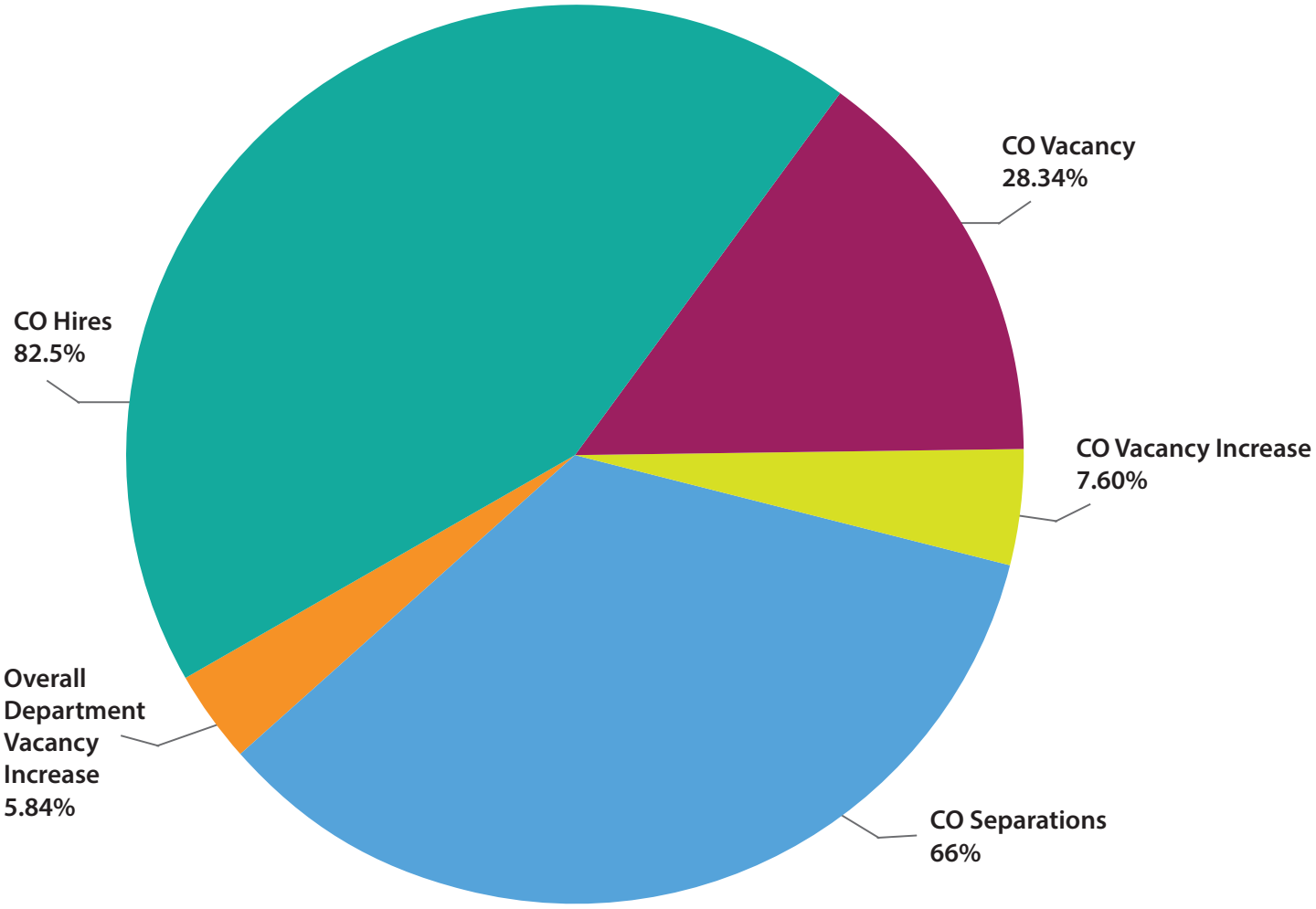
Retention of correctional officers (COs) continues to be a challenge for the GDC. Although CO hirings were 83% of GDC recruitments during FY 2020, two-thirds of separations also came from these positions. CO turnover slightly increased this fiscal year to 43%. The agencies' overall turnover rate increased slightly to 32% (driven mainly by CO separations). GDC Human Resources (HR) continues an aggressive recruitment strategy that targets ideal applicants for CO positions.

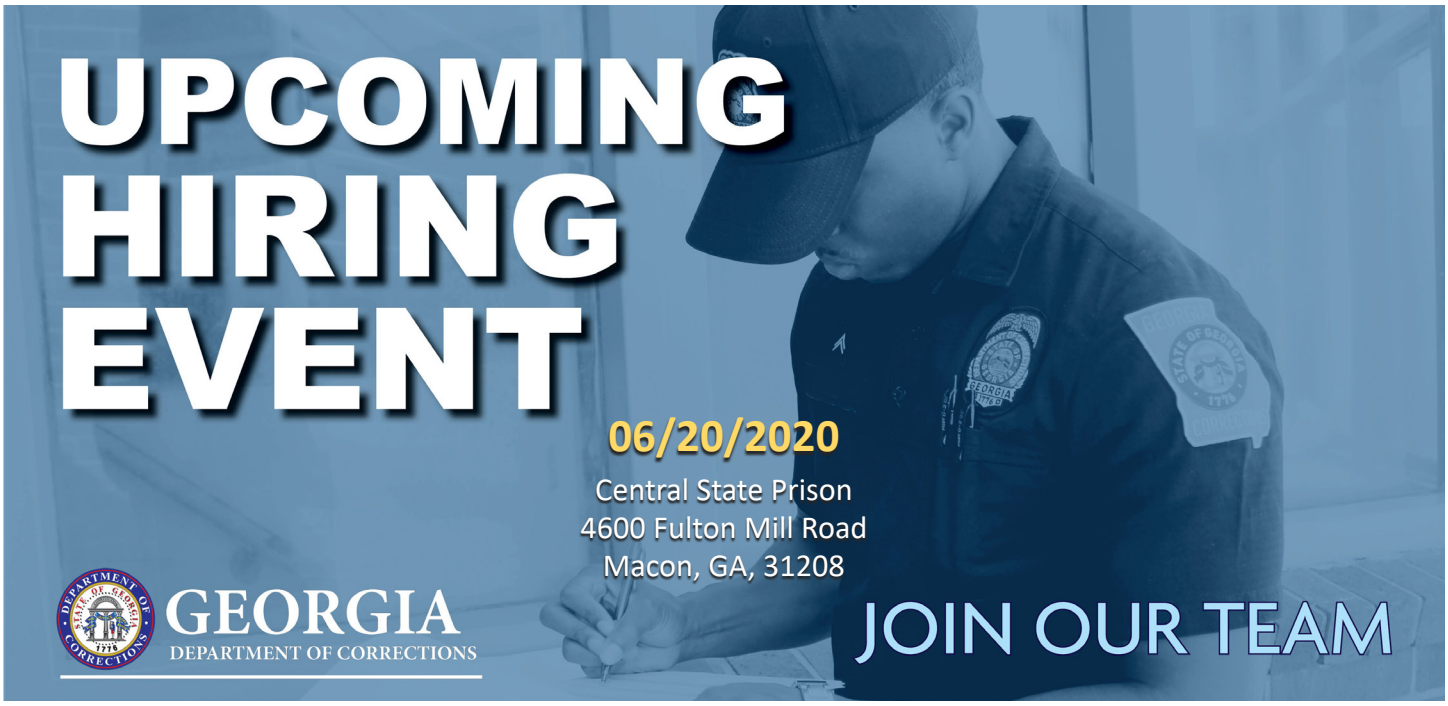
The Department held more than 240 hiring events (an average of four to five each week) statewide during FY 2020 and hired more than 1,700 COs, averaging 150 per month. These events are free to attendees and are a comprehensive solution for applicants to walk in without an appointment, take all required testing, be given a physical, and complete an interview. Those who successfully meet the minimum qualifications can leave the event with an employment projected start date.

Due to the COVID-19 pandemic, GDC halted all hiring events; however, they continued hiring through one-on-one, socially distanced interviews.

To combat rising turnover rates, the agency continues to provide more rigorous and in-depth training, much of it directed at front-line supervisors (sergeants and lieutenants) who have the most face-to-face contact with correctional officers daily.

FY 2020 Recruitment and Turnover





HUMAN RESOURCES (HR) ONBOARDING

On May 16, 2020, the Office of Informational Technology (OIT) completed the development and deployment of an HR Onboarding application to automate GDC's hiring process, intending to eliminate paperwork and create a productive workflow. The cadets' information would be ready in the HR system once Central Office had approved their application. This new procedure has helped reduce the hiring process length from weeks to days, and substantially impacted efficiency, enhanced customer service, and reduced operating costs.

HR JOB FAIR SURVEY

During FY 2020, the agency's OIT team also completed creation of a web application to collect GDC job posting sources and potential job applicants' information at GDC job fair locations. Identifying those media sources helped the agency utilize its marketing funds for advertisement and recruitment more efficiently.

LEADERSHIP DEVELOPMENT UNIT (LDU)

The LDU Instructional Team developed 89 hours of online training, including 40-hours of Pre-Service Orientation (PSO), 40-hours of required annual In-Service, and nine additional hours of voluntary elective training courses throughout the FY 2020.

Online training was instrumental in allowing employees to meet training requirements during the pandemic. The LDU's E-learning Section - Georgia Corrections Automated Learning System (GCALS) recorded 52,121 enrollments in online courses.

134 classes offered

1,420 students attended

99.3% passing rate

LIEUTENANT'S ACADEMY

LDU successfully implemented the Lieutenant's Academy, with the first class starting in October 2019. Lieutenant's rank was the only officer ranking that did not have a dedicated program to teach its specific duties and responsibilities. This class has successfully filled the void, with 29 Lieutenants trained prior to temporarily halting the program due to the COVID-19 pandemic.

INMATE SERVICES TRAINING

The Inmate Services Training Section offered 100 training sessions; 3,325 students attended with a 98% pass rate and one incomplete training. This section coordinates, assists, and teaches approximately 200 classes.

These included courses from the Inmate Services Division, Administrative and Finance Division (HR), and Georgia Correctional Industries (GCI).

PROFESSIONAL MANAGEMENT PROGRAM

The unit coordinates the Professional Management Program (PMP), Command College, and the Certified Public Manager's (CPM) classes. In FY 2020, there were 16 PMP, four Command College, and three CPM graduations.

SPECIAL OPERATIONS TRAINING UNIT

In response to Facilities Special Operations requirements, the Office of Professional Development (OPD) Special Operations Unit enhanced its introductory course to include more mass disturbance control and physical training instruction.

OPD also implemented an institutional staff training program for the TIER III Special Management Unit (SMU). This program provides employees assigned to that facility an overview of the TIER program and its purpose, problem-solving skills, effective communication, and de-escalation techniques, along with additional training on handcuffing, cell extraction, out-of-cell recreation, and report writing.

FIELD TRAINING UNIT (FTU)

The FTU is responsible for meeting the training needs of GDC employees. In conjunction with facilities, FTU works to organize and teach various courses that provide the most current information in policies and laws, and knowledge for a safer work environment.

In addition to annual training, FTU creates specialized courses upon request at centralized locations in each region. Teaching at centralized locations is an endeavor on FTU to help alleviate expenses facilities may incur due to travel and make training attendance convenient for all staff.

Annual In-Service up to 40 hours/statewide

6,935

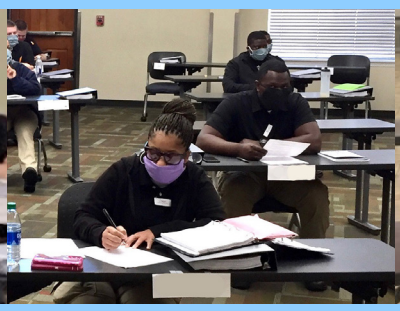
employees trained

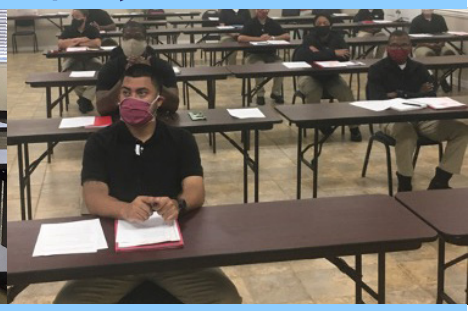
Offender Mental Health Training - 9 facilities

1,957

employees trained







Annual Firearms up to 8 hours/statewide

7,003

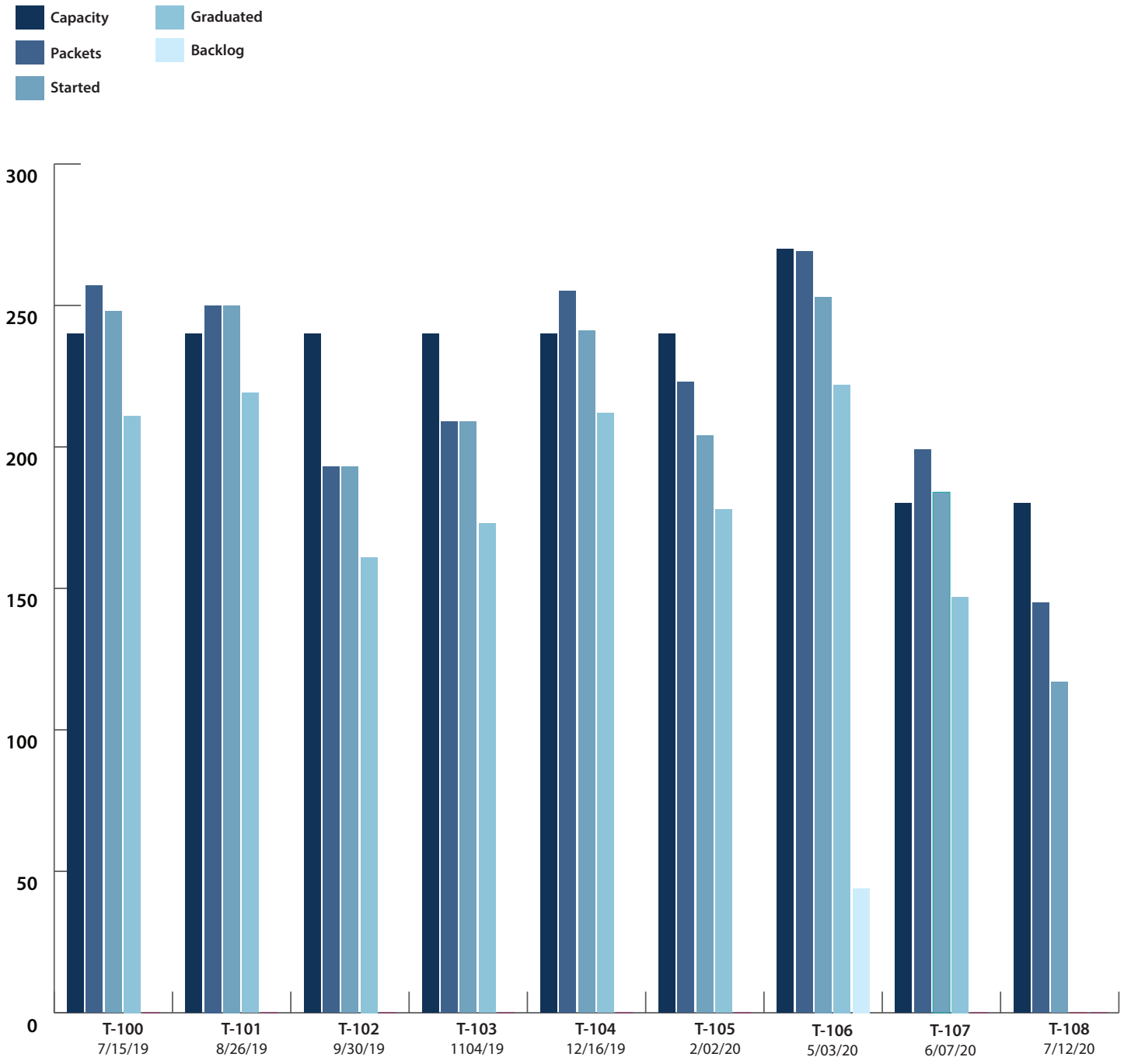
officers qualified

Field Training Officer Certification 40 hours/ regionally/quarterly

136

officers completed

FY 2020 Basic Correctional Officer Training Classes



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TRAINING REGISTRATION UPGRADE

GDC training registration was upgraded on SCRIBE, the GDC intranet, to send class registration confirmation emails to students and their supervisors upon registration. It also adds reminders on their Microsoft Outlook calendar to attend the training or cancel if needed, which opens seats for others. The goal of the project is to reduce the student no-show rate and remove paper waste from handouts.



TRAINING



AUDIT



EMERGENCIES AND DISASTERS

COMMUNICATIONS CENTER

In FY 2020, the Georgia Crime Information Center (GCIC) combined Rapid ID Training and GCIC Training to streamline efforts to an all-inclusive one-day training.

The Communications Center completed an internal audit of GCIC operations to ensure compliance with GCIC rules, regulations, and laws.

GDC actively trains, supports, and works with the Georgia Emergency Management and Homeland Security Agency and other partners locally and within the state.

During FY 2020, the GDC responded and provided support during the following disasters and emergencies:

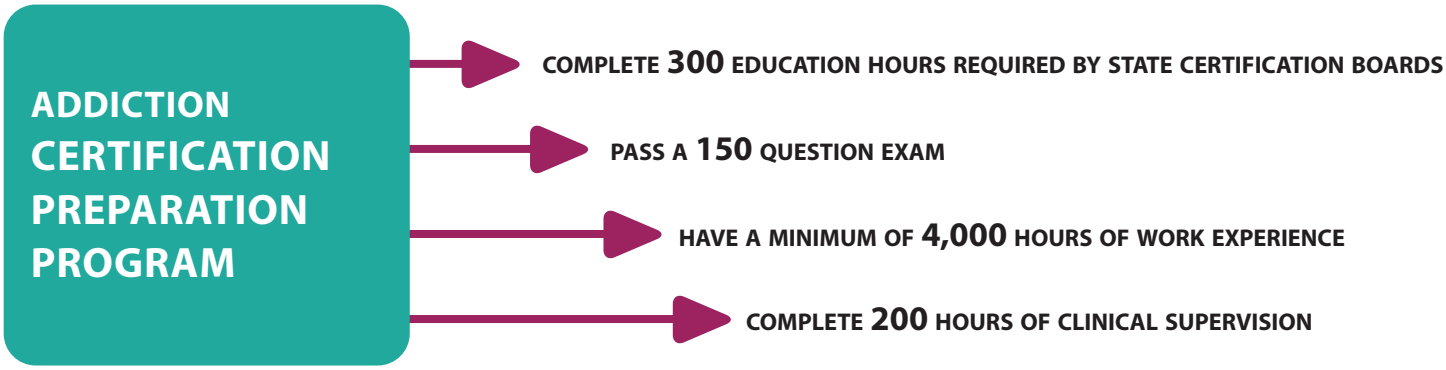
- Hurricane Dorian (September 2-6, 2019)
- Tornado (December 18-19, 2019)
- COVID-19 (February 2020-ongoing)
- Protest in Atlanta, Georgia (May 29-June 15, 2020)
- Protest in Savannah, Georgia (June 2020)

ANNUAL COUNSELORS SUPERVISOR TRAINING

Over 120 correctional counseling leaders throughout the state participated in annual training via an online format. The participants attended four modules: Trauma-Informed Care, Drug Trends in Corrections, Person-Centered Treatment, and Conflict Management to build a more effective therapeutic alliance, identify different types of trauma, and help those who have experienced trauma.

SUBSTANCE USE UNIT

During FY 2020, 17 GDC counselors attended the year-long Addiction Certification Preparation Program (ACPP). The ACCP prepares counselors to provide counseling services to individuals battling addiction. Completing the program is a counselor's first step toward obtaining their International Certified Alcohol and Drug Counselor (CADC-II) credential.



STAFF BECOME CERTIFIED CLINICAL SUPERVISORS

In FY 2020, four GDC staff successfully completed the process of becoming Certified Clinical Supervisors. The certification process requires:



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EMPLOYEE WELLNESS PROGRAM

The GDC implemented the Employee Wellness Program in August 2019, requiring all facilities, regional offices, and central office supervisors to provide employees access to agency wellness programs and materials to help improve their overall well-being.

NUTRITIONAL SNACK OPTIONS

QUARTERLY BIGGEST LOSER CHALLENGES

WALK THE PERIMETER OF FACILITIES

STEP RELATED COMPETITIONS



"One of my Top 5 priorities is putting staff first, and I'm excited to announce that implementing a comprehensive wellness plan is part of that commitment. Participating in health and wellness programs can help improve not only our levels of physical health, but also mental, emotional and even financial well-being. Join me in making healthy living a part of every day!"

- Commissioner, Timothy C. Ward

Opportunities for YOU...

PHYSICAL & MENTAL HEALTH

- Walk the Perimeter with the Commissioner
- Group Fitness Activities
- Stairwell Use
- Walk & Talk Meetings
- Walking/Running
- Stretching – Tension Release
- Well-Being Programs
- Staff Wellness Room
- Employee Counseling
- Family Day for Staff
- Telephone Coaching Pathway
- Peer Mentor Group
- Suicide Prevention

FEMININE HEALTH

- Lactation Stations
- Feminine Hygiene Products

FINANCIAL & ENVIRONMENTAL HEALTH

- Financial Advisement
- Retirement Advisement
- Workplace Cleanliness
- Clean Air Campaign

PREVENTATIVE HEALTH

- Biometric Screenings
- Immunizations
- Screenings
- Dental Health

NUTRITION & DIETARY HEALTH

- Healthy Snack Options
- Healthy Meals
- Healthy Snack of the Month
- Potluck Lunches

FINANCIAL COUNSELING

GDC continues to offer employees financial counseling, retirement guidance, and other life management tools through KEPRO, the qualified vendor on statewide contracts for employee assistance programs.

WORKPLACE CLEANLINESS

In promoting environmental health, facilities and central office worked to develop a Workplace Cleanliness plan for a documented, bi-annual deep cleaning of buildings. In concert with the Clean Air Campaign, GDC also advocates for a smoke-free workplace and identified smoking stations outside at least 25 yards away from entrances and exits.

FEMININE WELLNESS

The GDC provides feminine hygiene products at all facilities along with an assigned lactation station. The lactation station is a private, sanitary, and comfortable room with a sink nearby for washing breast pump parts and a designated refrigerator for milk.



MENTAL HEALTH INITIATIVES

- Facilities have designated a Staff Wellness Room that can be utilized during staff breaks and can provide weights equipment, couches, tables, chairs, television, etc.
- Facilities Staff have quarterly family days and regional and central office have them annually.
- The Peer Mentor Support Team offers 24/7 free support, in a group or individual setting by 40 well-trained staff, for officers and agencies coping with stressful situations.
- Suicide Awareness and Prevention Program provided through the HR management team and Facilities Division, which focuses on suicide awareness and prevention for employees.



GDCONNECT MOBLIE APPLICATION (APP)

On March 30, 2020, the GDC launched a smartphone application designed specifically to provide staff with the ability to access important and consistent communication related to GDC, regardless of their role or work location. “GDConnect” is a secure, internal product developed by GDC’s Office of Information Technology (OIT), in conjunction with the Office of Public Affairs and Central Human Resources.

METRO REENTRY FACILITY CYBER CAFÉ

While Metro Reentry Facility’s (RF) central focus is on effective programming, education, and healthcare for offenders, its construction plan also included the build-out of a cyber café. The café opened in January 2020, but construction for the staff dining is still underway.

The café is open twenty-four hours a day and provides staff a quiet area to take breaks and technology resources to complete their education.



VOLUNTEER APPLICATION PROCESS

In collaboration with OIT, a Volunteer Certification process was implemented in FY 2019 to allow greater efficiency, security, and functionality for individuals interested in volunteering within GDC facilities. By completing all administrative paperwork before the required classroom training, has improved the experience by eliminating time and travel demands for prospective volunteers. This enhances both recruitment and active participation.

Volunteer Services Stats

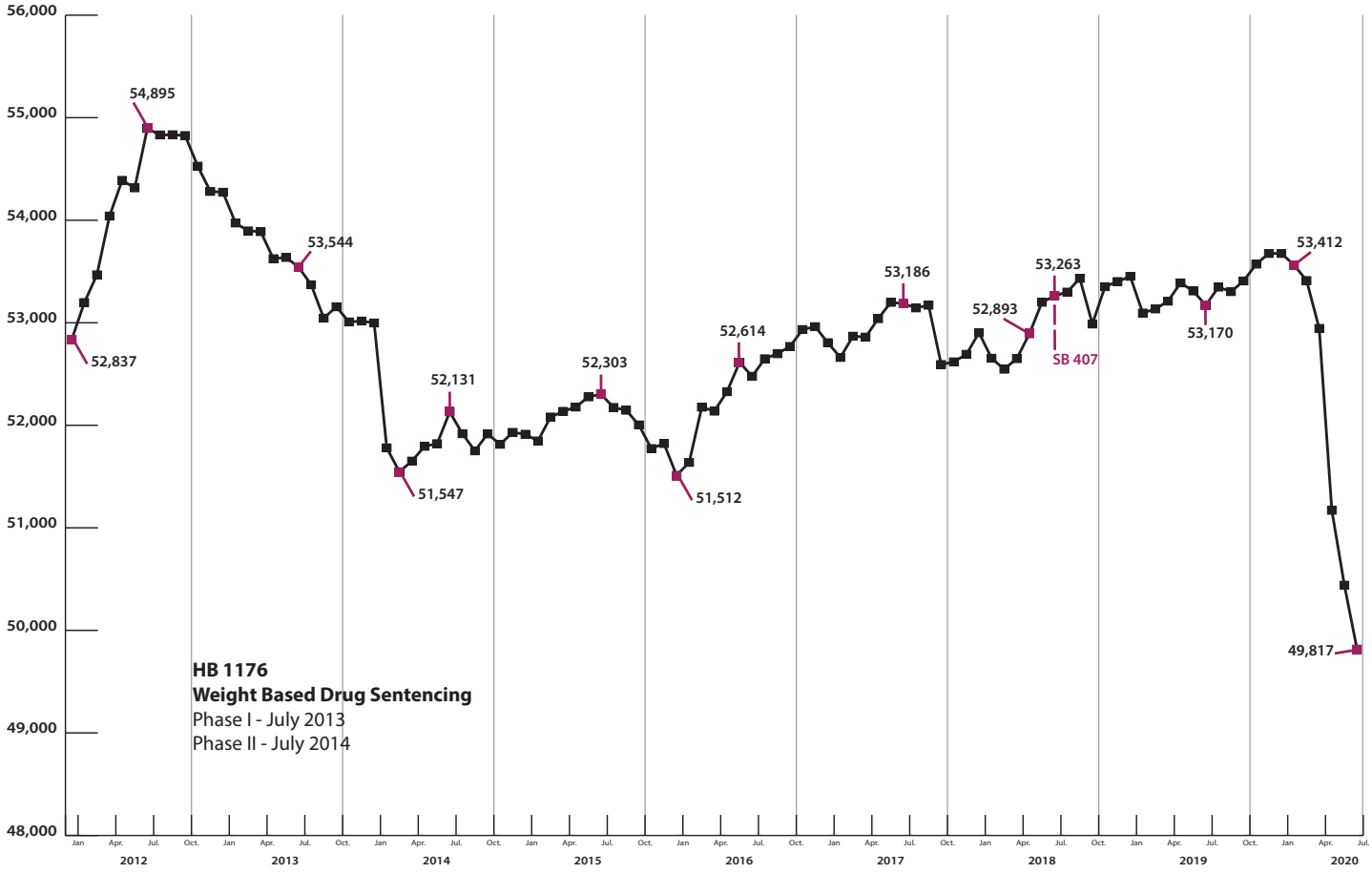
	FY 2019	FY 2020
New Volunteer Applications	1,283	988
Volunteers Approved	1,249	915
Training Sessions Held	20	16
Volunteers Trained	1,249	450
Volunteer Renewals		1,588



SAFE AND SECURE FACILITIES

CRIMINAL JUSTICE REFORM

Prison Population: FY 2012 - FY 2020



NOTE: ***Prison Population*** consists of active offenders counted at a GDC facility.

Since the first criminal justice reform bill, HB 1176 (July 1, 2012), Georgia's prison population has decreased by 2.7%, from 54,895 to 53,412, by March 1, 2020. On July 1, 2020, that number has dropped to 49,817 due to judicial emergencies forced by the 2020 pandemic.

HOUSE BILL 1176 (2012)
House Bill 1176 focuses on sentencing and prison admissions, prison length of stay, parole, and community supervision.

HOUSE BILL 349 (2013)
Departure from mandatory minimum sentences; implementation of Georgia Prisoner Reentry Initiative (GAPRI); and created the Georgia Criminal Justice Reform Commission.

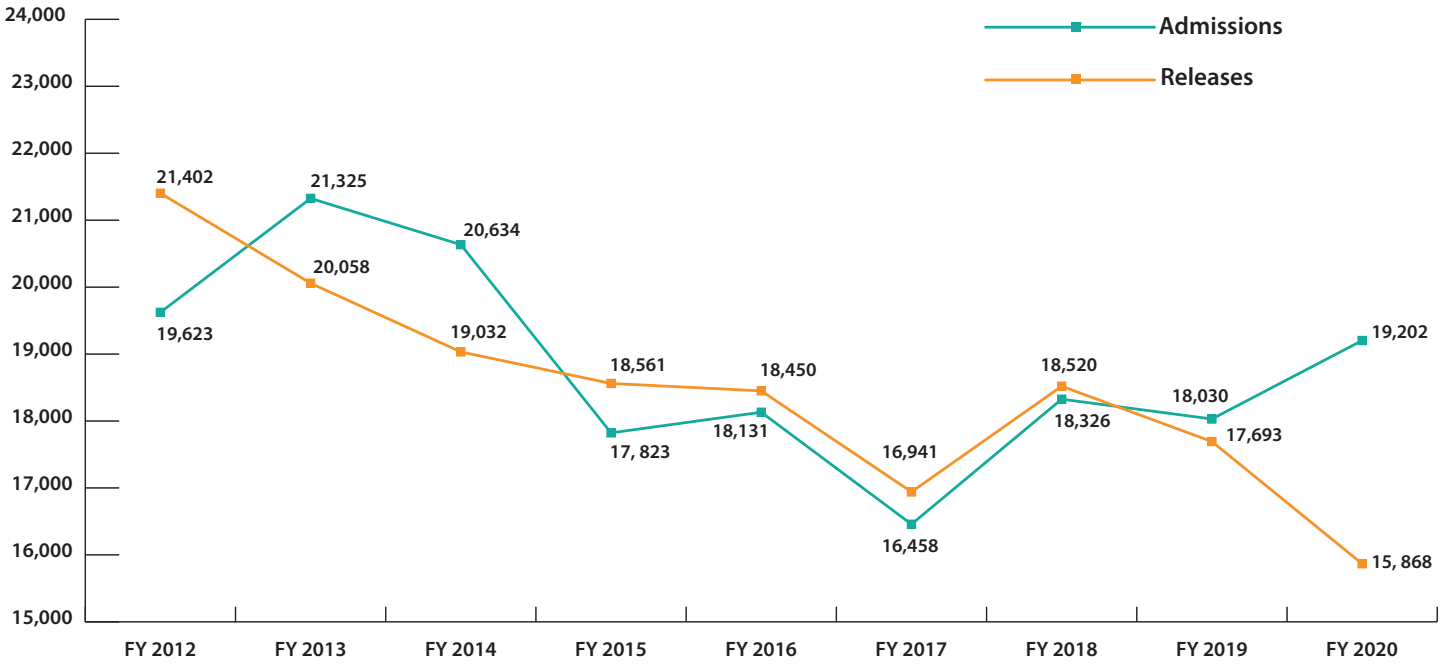
SENATE BILL 365 (2014)
This bill focuses on post-incarceration reforms suggested by the Georgia Council on Criminal Justice Reform; developed and implemented a program to assist with reentry; provided liability protection to employers of former offenders; and established the Governor's Office of Transition, Support & Reentry.

HOUSE BILL 310 (2015)
House Bill 310 created a new agency, the Department of Community Supervision, which merged all community supervision from GDC, Pardons and Paroles, and the Department of Juvenile Justice. Governor Nathan Deal signed HB 310 into law on May 7, 2015.

PRISON POPULATION CHANGE

Overall, between FY 2012 and FY 2020, admissions to prison decreased by 25.9%, from 21,402 to 15,868; and releases by 2.1%, from 19,623 to 19,202. Taking a closer look at the changes between FY 2019 and FY 2020, we notice that admissions decreased by 10.3%, compared to 4.5% between FY 2018 and FY 2019; and releases increased by 6.5%, compared to a decrease of 1.6% between FY 2018 and FY 2019. These significant changes are the results of COVID-19 and the subsequent judicial emergency.

Prison Admissions and Releases: FY 2012 - FY 2020



NOTE: ***Offender Population*** consists of active offenders with a status of inmate, including those out to court, on reprieves, on conditional transfers, and sentenced awaiting transfer to a GDC facility.

SENATE BILL 367 (2016)
The bill promotes the successful reentry into society of those with a criminal record. It improves the misdemeanor probation system, increases opportunities to secure employment, and lifts the ban on food stamps for certain offenders. It also extends parole eligibility to drug offenders with long sentences and limits secure detention for youth 13 years old or younger.

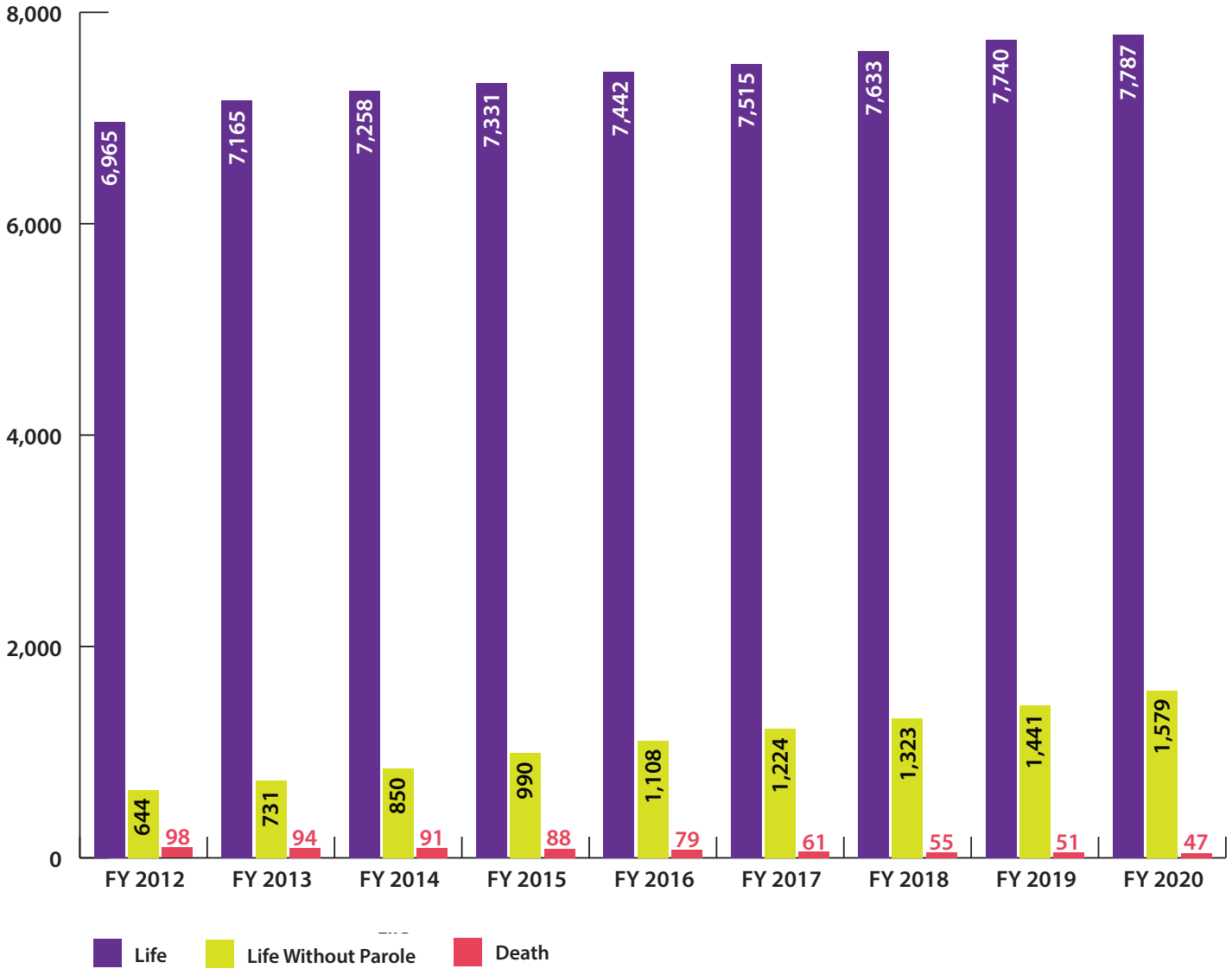
SENATE BILL 174 (2017)
Reduces probation supervision length and enhanced probationers and parolees' conditions of supervision to prevent recidivism. Senate Bill 174 will encourage alternate sentencing for certain offenses and allows input from victims and prosecuting attorneys in the parole process.

SENATE BILL 407 (2018)
A comprehensive reform bill that improves pretrial justice, mainly related to misdemeanor bail; addresses probation cost, parole eligibility, Medicaid, and other public assistance benefits to offenders; and enhances sentencing for certain offenses.

VIOLENT OFFENDER POPULATION

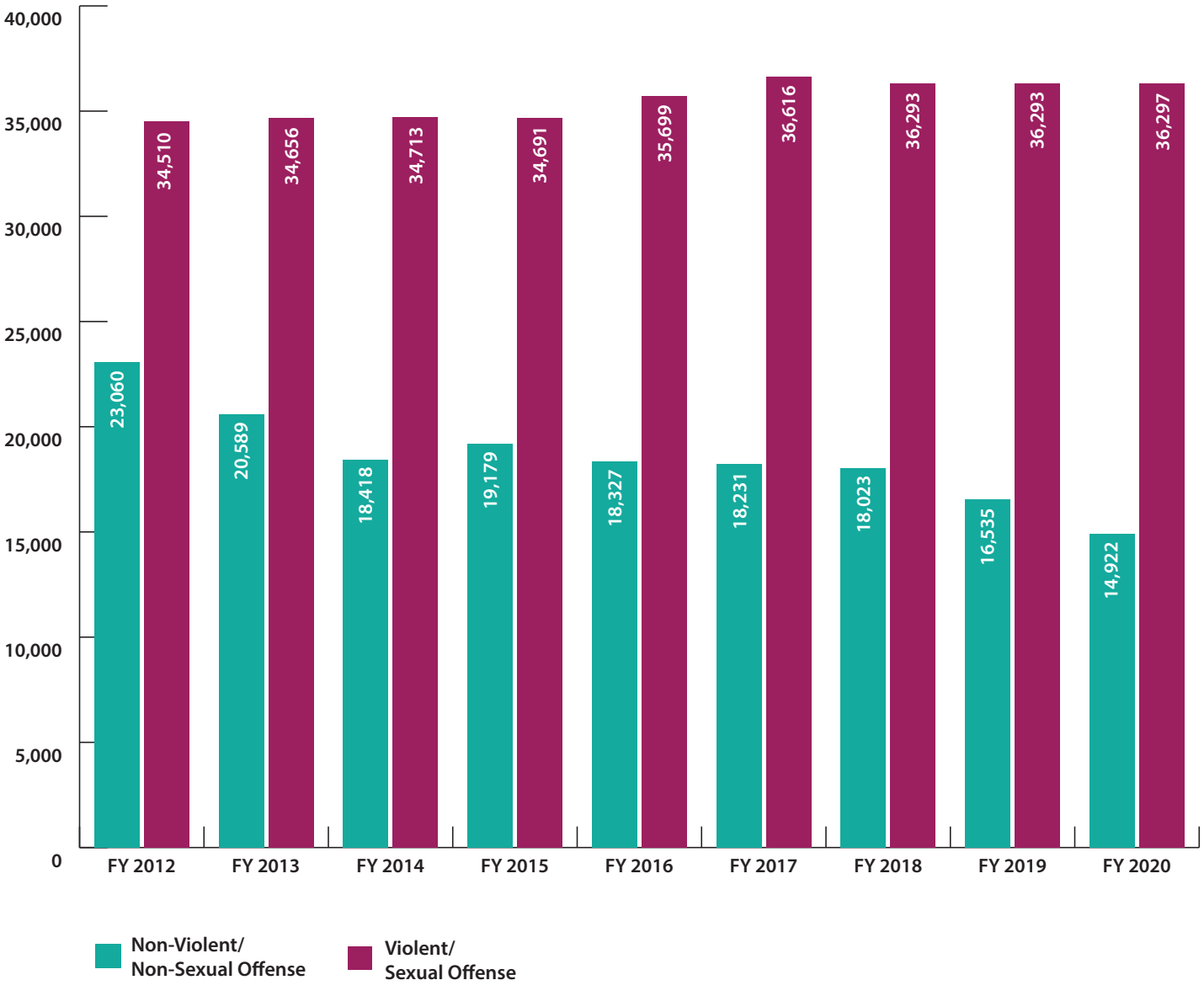
The number of offenders incarcerated due to a primary offense of a violent or sexual nature has grown, as anticipated by the criminal justice reform laws. The rate increased by 5.2%, from 34,510, at the end of FY 2012, to 36,297, at the end of FY 2020. Rising nearly 20 times faster, the number of validated security threat group (STG) inmates has grown by 163.3% since the end of FY 2012, from 5,609 to 14,766, at the end of FY 2020.

Inmate Population: Life, Life Without Parole, Death Sentence FY 2012 - FY 2020



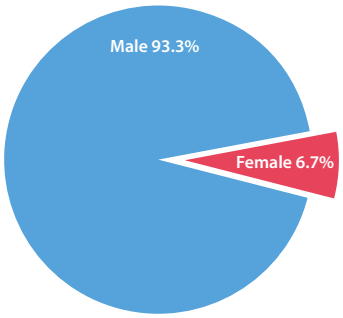
The number of offenders sentenced to life, between the end of FY 2012 and FY 2020, rose from 7,990 to 9,430. Their annual rate of release from prison (217) is about half their admissions (399).

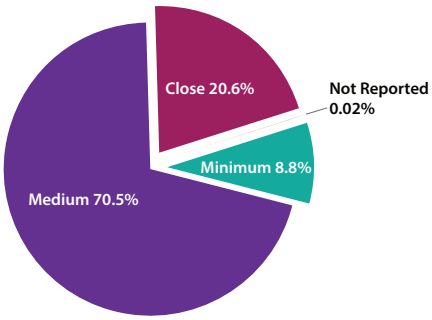
Inmate Population: Inmate with a Violent or Sexual Offense FY End 2011 - FY 2020

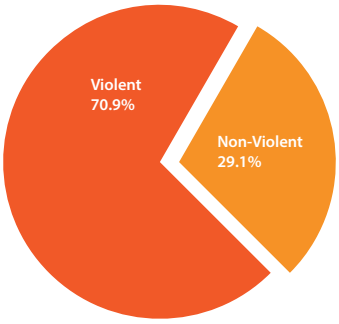


ANNUAL REPORT

FISCAL YEAR 2020 OFFENDER POPULATION







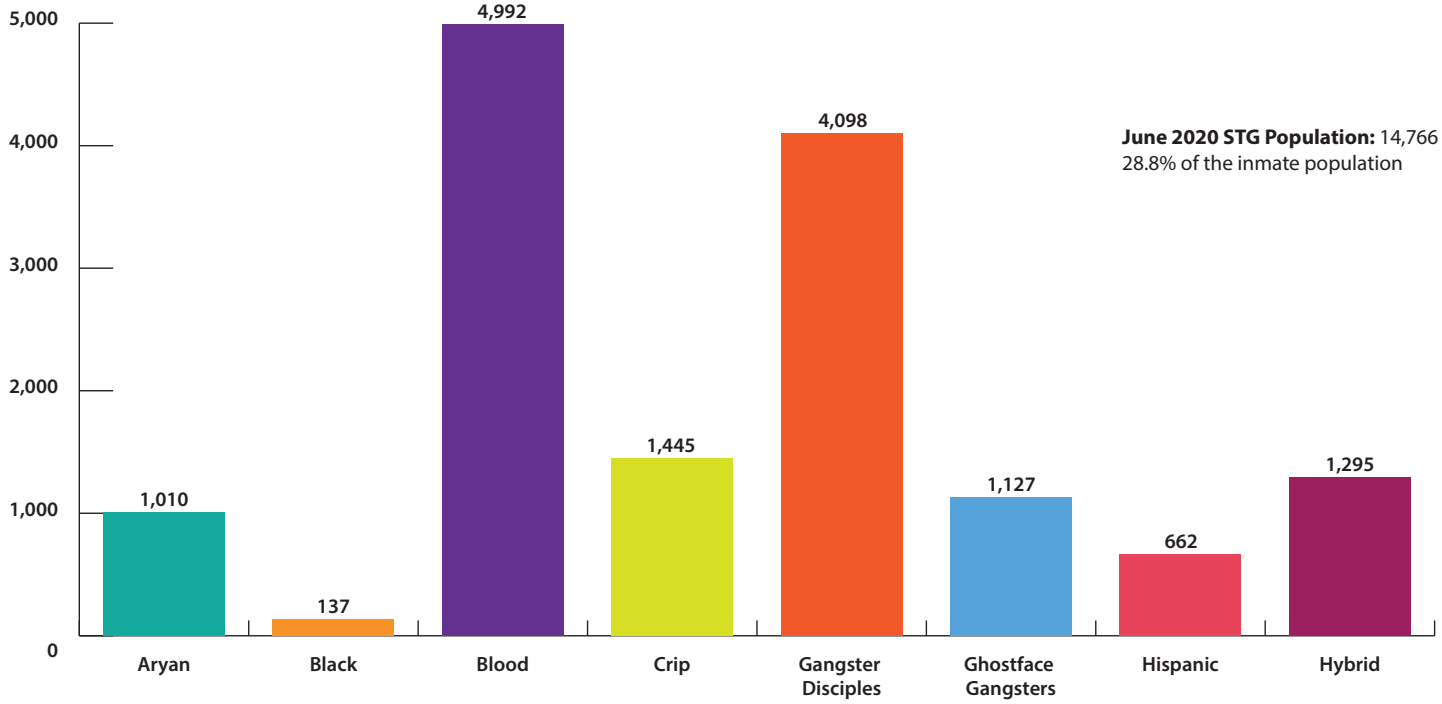
NOTE: ***Violent Offender*** is an offender who has a significant offense of a violent or sexual nature.

Race		
	Number	**Percentage**
Black	30,746	60%
White	18,251	35.6%
Hispanic	2,026	4%
Asian	167	0.3%
Other	29	0.1%

Age		
	Number	**Percentage**
Under 20	547	1.1%
20 - 29	12,842	25.1%
30 - 39	15, 713	30.7%
40 - 49	11,244	22.0%
50 - 59	7,063	13.8%
60 -69	2,770	5.4%
70+	712	1.4%
Not Reported	328	0.6%

Major Offense		
Offense Type	**Number**	**Percentage**
Violent	27,685	54.1%
Sexual	8,612	16.8%
Property	6,905	13.5%
Drug	5,226	10.2%
Habit/DUI	92	0.2%
Others	2,699	5.3%

Current GDC Security Threat Group (STG) Inmates

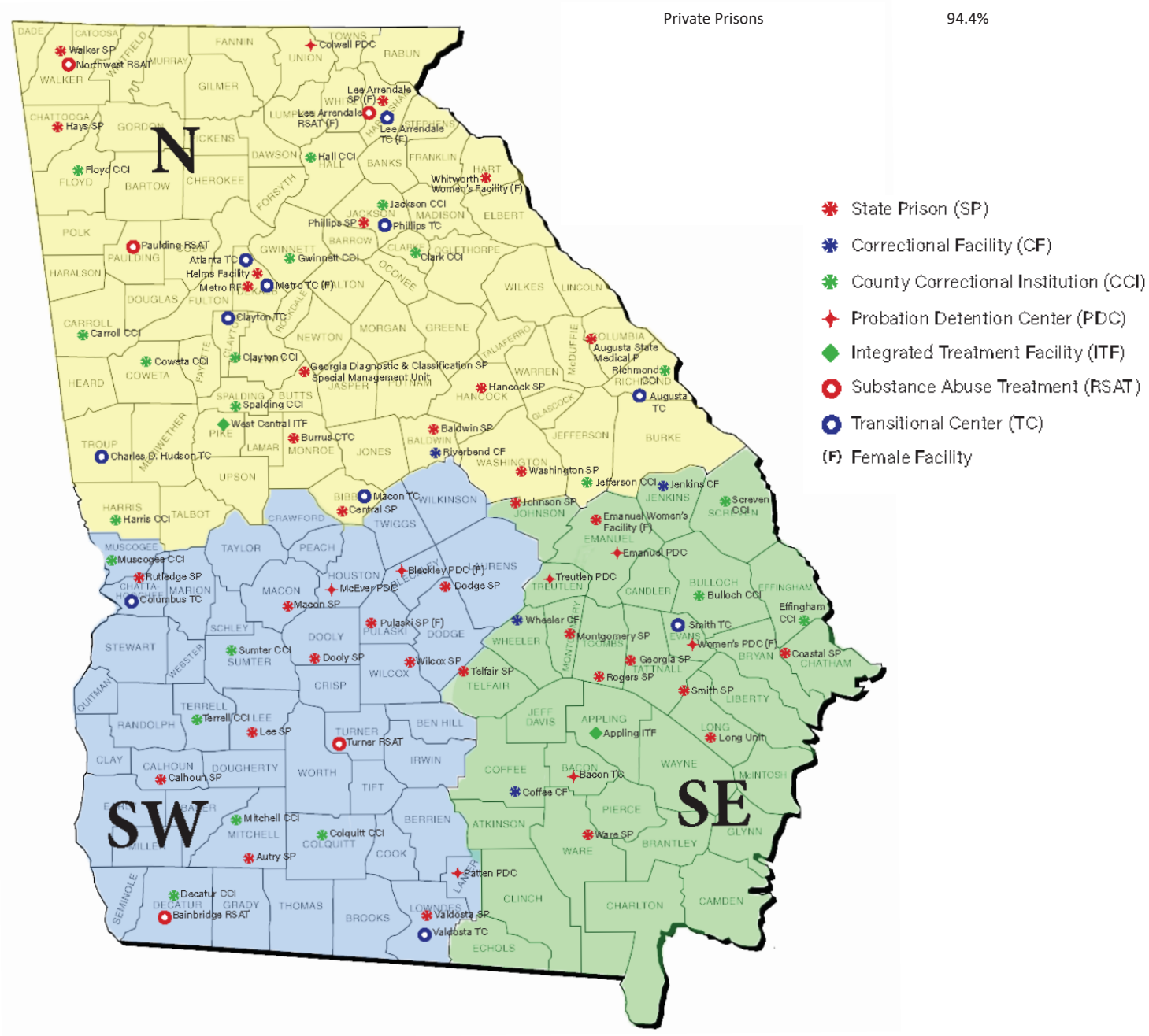


June 2020 STG Population: 14,766
28.8% of the inmate population

During FY 2020, GDC facilities consisted of 35 State Prisons (SP), 15 Transitional Centers (TC), seven Probation Detention Centers (PDC), five Residential Substance Abuse Treatment Centers (RSAT), two Intensive Treatment Facilities (ITF), 23 County Correctional Institutions (CI), and four Private Correctional Institutions (CI). Approximately 23.3% of the state's offender population resides in CI's.

June 30, 2020, Physical Utilization Rates

Facility Type	Physical Utilization
State Prisons	89.5%
Transitional Centers	64.5%
Probation Detention Centers	27.4%
Probation Boot Camp	4.0%
RSAT's and ITFs	62.2 %
County Institutions	89.4%
Private Prisons	94.4%



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OFFENDER ADMINISTRATION PROCESSING VOLUME

24,979 cases received

2,947 cases returned

11,163 CPO* processed

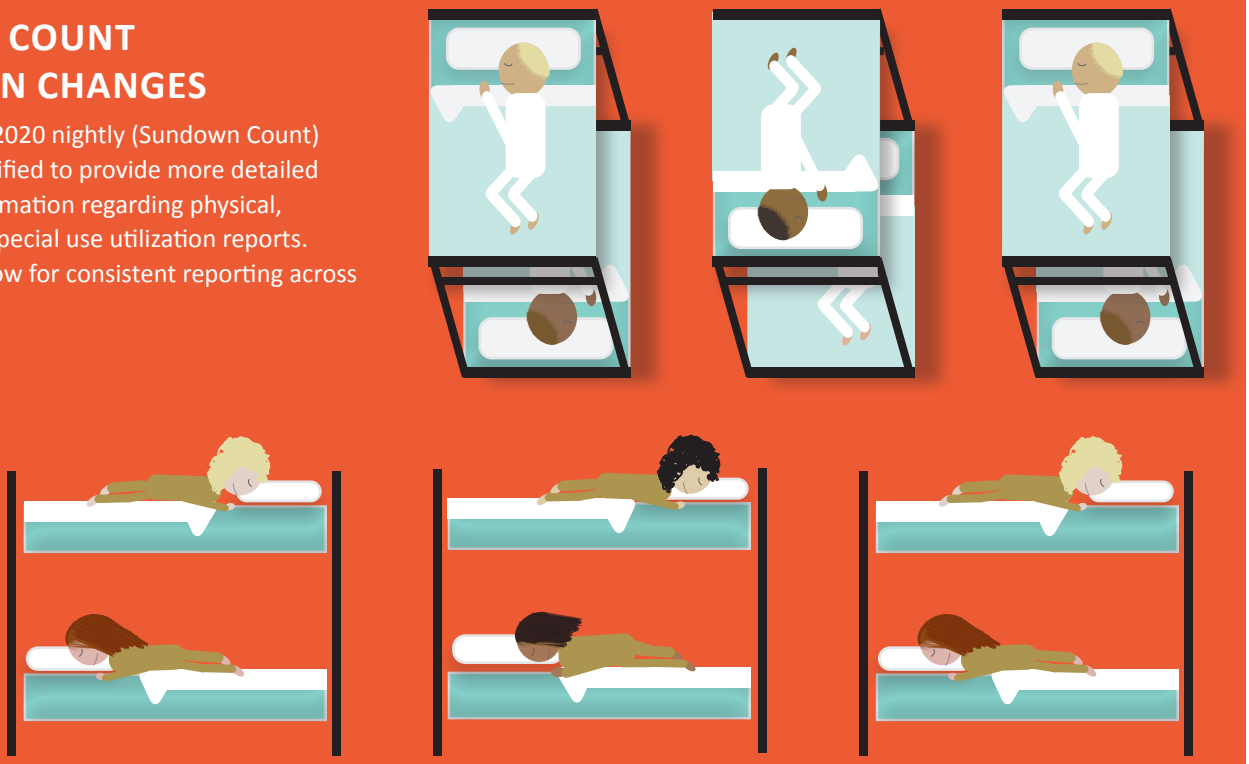
15,743 initial assignments

9,726 max out releases

*Court Production Order

SUNDOWN COUNT UTILIZATION CHANGES

As of January 13, 2020 nightly (Sundown Count) reports were modified to provide more detailed and accurate information regarding physical, operational, and special use utilization reports. These updates allow for consistent reporting across GDC reports.



HOSPITAL TRACKER

The Office of Health Services implemented a means of tracking hospital readmissions within 30 days with a goal to improve communication and care coordination, better engage facilities in discharge planning, and in turn, reduce avoidable readmissions. The Hospital Tracker was enhanced to provide a readmit flag and a report for readmission to the hospital within 30 days of previous hospital admission.

The changes include:

- The readmission column changes on the history page - readmission check-box will be on the history tracker page within 30 days
- Sorting the date in descending order with the latest time
- Carrying forward diagnosis details to the history page as per requirements
- A report on readmission within 30 days with a date range downloadable in Microsoft Excel format
- The report column became available on March 6, 2020, and the readmit flag was operative on March 27, 2020

COURT PRODUCTION ORDERS (CPO) ENHANCEMENTS

On June 5, 2020, additional options were added to SCRIBE, allowing for new grid reports to be created and CPO's to be edited, which will provide Offender Administration (OA) staff flexability to operate and manage CPOs more efficiently. The new grid report provides management with a statewide view of CPOs in various statuses (pending, scheduled, completed, and canceled).

VIRTUAL COURT PRODUCTION/TELECOURT

Virtual court production, implemented at the end of FY 2019, completed its first full operational year. There has been a reduction in court transports as court requests become available by video conferencing through WebEx at the Facilities. In December 2020, a calendar view and reporting functionality were added to the application to increase video court hearings' visibility and management. The calendar allows analysts to schedule an offender's hearings and management to view them statewide.

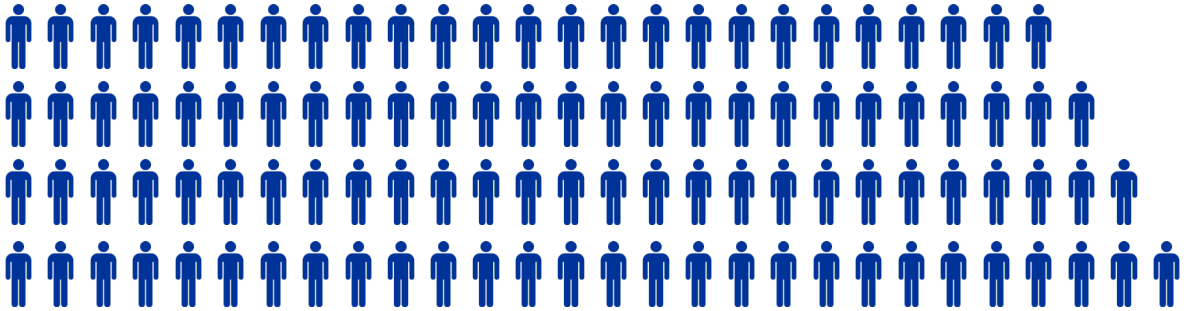
As of June 30, 2020, 33 out of 49 judicial circuits have completed a video hearing (compared to two in FY 2019). In addition to the Superior Court's requests, the virtual court has been utilized for depositions with the Attorney General's Office, habeas hearings, out of state court requests, juvenile hearings, and civil matters. In FY 2020, 484 video hearings were completed, as compared to 22 in FY 2019. A savings of approximately 88,757 hours of round-trip transport time and 3,748 staff hours were realized. Telecourt has also seen an increase in its usage from the public defenders throughout the state.



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TRANSPORTATION CENTRALIZED UNIT FISCAL YEAR 2020 SUMMARY

8,293
MEDICAL TRANSPORTS
22,951 offenders transported to various appointment locations



1,976
SECURITY TRANSPORTS
58,209 offenders moved



431,975
MILES SAVED
$242,901.27 in monetary value



BACK GATE HARDENING AND SALLY PORTS

Multiple GDC facilities installed upgraded security improvements to rear gates, new interior sally port gates, and fencing modifications to address and prevent issues. State prisons to complete these upgrades in FY 2020 were Autry, Calhoun, Hancock, Johnson, Smith, Telfair, Valdosta, Ware, and Washington SPs.

COASTAL STATE PRISON

The upgrades and improvements performed at Coastal SP during FY 2020 focused on facility hardening and security upgrade needs. To utilize Inmate Construction Services resources efficiently and effectively, the hardening project and a previously planned ADA upgrade project funded for GDC on behalf of Georgia State Financing and Investment Commission (GSFIC) were combined.

The following elements are included in this work:

- **Asbestos/Hazardous Materials Abatement** – This work included the sampling, testing, and removal of asbestos-containing materials in buildings D, E, and G, which are part of the hardening ADA construction projects. This project was completed in FY 2020 to ensure all occupants' safety during and after demolition and construction and to eliminate exposure to hazardous construction materials in the original building construction.

- **Dormitory Hardening and Security Upgrades** – This portion of the work involves security upgrades and hardening features in dormitories D, E, and G. This includes upgraded bunks, lockers, plumbing fixtures, and other items in these housing units. In FY 2020, approximately 70% of this work was completed.

- **ADA modifications and upgrades** – GSFIC's budget funded critical upgrades for ADA modifications on behalf of GDC. They included improvements to convert existing building features to become compliant with current ADA design standards. Most of this work focuses on restoring a portion of offender showers, toilet fixtures, and lavatories in open dormitories O, L, and Q. This work's balance includes converting two cells and one shower at dorm G and various modifications to multiple walks and other parts of the facility. This work is partially complete due to the COVID-19 pandemic.



BODYWORN PILOT

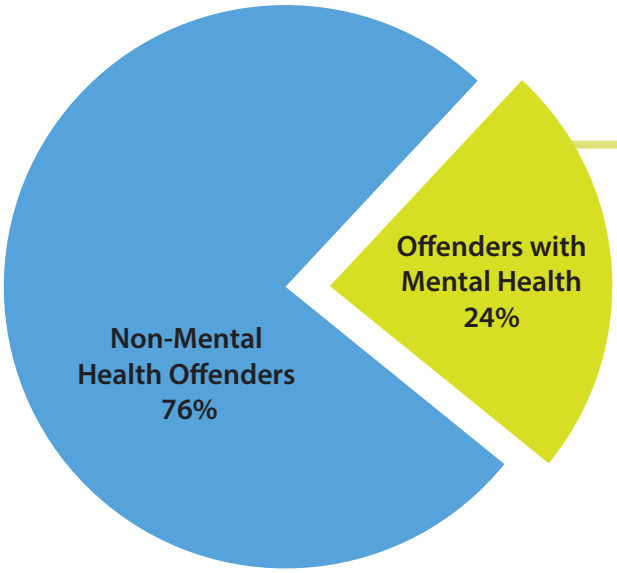
The BodyWorn Pilot, deployed at Hays SP, is a grant-funded project that has provided GDC with valuable experience in the use of Utility Associates unique body-worn camera on a uniform, standalone Wi-Fi network, and cloud-based evidence management system.

Benefits of BodyWorn include:
- Increased evidence management security
- Improved video quality
- Live-stream capability
- Location tracking
- Geofencing and alert capability

Fully set up at the end of FY 2020, this Pilot and the lessons learned from it serve as a template for deployments in additional facilities. Those planned to receive it are Smith and Valdosta SPs, in FY 2021, and Burruss CTC and Phillips SP, in FY 2022.

MENTAL HEALTH SERVICES EXPANSION

Twenty-four percent of offenders in GDC custody have a specified mental health diagnosis. As such, the GDC recognized the need to strategically house offenders with mental health needs throughout its facilities. As a result, it started to expand mental health services across the State in FY 2019 and continued into FY 2020. The initiative began at Smith SP, which houses 72 mental health offenders.



EXPANDED MENTAL HEALTH SERVICES

Expanded FY 2019

- Smith SP: 72 offenders

Expanded FY 2020

- Dooly SP: 65 offenders
- Telfair SP: 82 offenders
- Ware SP: 97 offenders

Facilities next to have Mental Health Services expanded

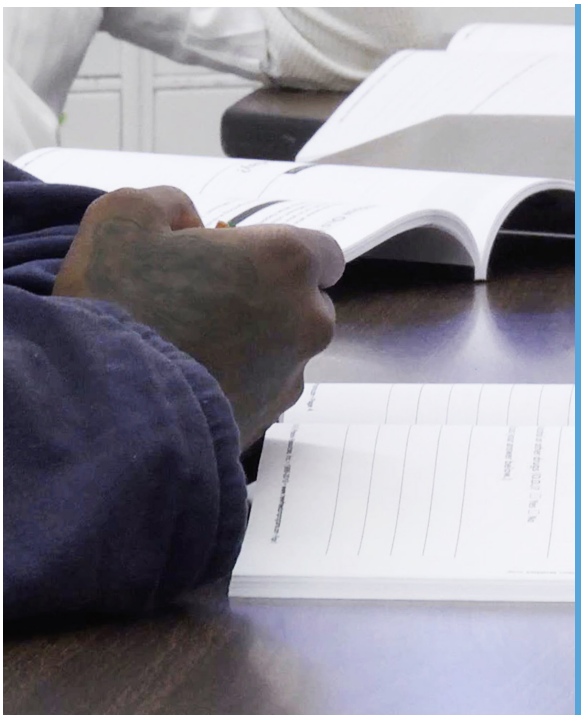
- Hancock SP
- Macon SP

SPECIAL MANAGEMENT UNIT (SMU)

In collaboration with leadership and staff at the SMU, programming developments were created to allow for four hours of meaningful out-of-cell programming for inmates housed at the facility. The SMU began providing Great Courses programming in March 2020, allowing inmates to receive in-cell programming using networked televisions inside and outside the cell in specific dorms. Great Courses is a DVD series with specific units that address the following areas: mindfulness, stress management, self-control, anger management, and self-regulation. The specialized programming can reduce offender assaults on staff, improve offender and staff interactions, decrease offender discipline referrals, offender self-harming behaviors, and suicide attempts.

RESTRICTIVE HOUSING

The Restrictive Housing Program, or Tier II, was established to protect staff, offenders, and the public from offenders who pose a threat to the facility's safety and security. The program is part of a comprehensive stratification plan to enhance the staff's ability to safely and efficiently manage offenders assigned to the facility while meeting their programmatic needs. In FY 2020, the following was added to the SCRIBE Warden's Dashboard for Tier II offenders: transfer process, on-hold changes, phases of the referral process, and number of days an offender has spent in restrictive housing Tier II.



EVIDENCE-BASED PRISON

The Evidence-Based Prison Program is a multi-faceted approach that takes what evidence has shown to work in a prison environment and makes it part of the culture. The program teaches cognitive-behavioral learning techniques to offenders that address individually assessed areas of need. Staff are trained in Effective Communication to understand motivational interviewing techniques in working with the offender population. The Evidence-Based prison program was initially launched at Lee SP (June 2015) and later expanded to Hancock SP (March 2018).

As a result of the success at Lee and Hancock SPs, Evidence-Based programming has expanded to:

- **Autry SP** (Medium Security - October 17, 2019)
- **Smith SP** (Close Security - December 16, 2019)
- **Coastal SP** (Medium Security - January 2020)

Staff training began, and offenders were selected to participate in the program; however, classes do not have an official start date due to the current COVID-19 pandemic.

INMATE EDUCATION CHROMEBOOK

Within inmate education, technology continues to grow with over 3,000 Chromebook devices. Chromebooks provide added security features that allow more access control within the inmate environment.

During FY 2020

- Chromebook access to print was established with security being the top priority to ensure that no unnecessary access was available. All device activities are managed and monitored through the Google Administrator console to prevent security measure violations.

- The Chromebase for the Peach Pass project at Metro RF and Metro TC was replaced with up-to-date devices to ensure security protocols.

- Outdated equipment such as WIN XP machines and high school equivalency diploma laptops, which pose a security threat, was removed and replaced with up-to-date equipment to ensure compliance with security protocols.

REINFORCING, INSTRUCTING, SERVICING, ENCOURAGING (R.I.S.E.) OFFENDER MENTOR TRAINING

Beginning in December 2019, The R.I.S.E Mentoring program began at Burruss Correctional Training Center. One hundred qualified offenders were selected to start the training courses, consisting of “Pathfinders and Mentoring within the Prison System.” The R.I.S.E mentors will support and inspire other offenders to develop attitudes and skills needed to be successful during their incarceration and in society upon release.

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CRIMINAL INTELLIGENCE UNIT (CIU)

The CIU consists of regionally assigned analysts that cover all facilities within GDC. The CIU's primary function is to develop and disseminate intelligence throughout the State, aiding in safe and secure facilities while protecting Georgia's citizens.

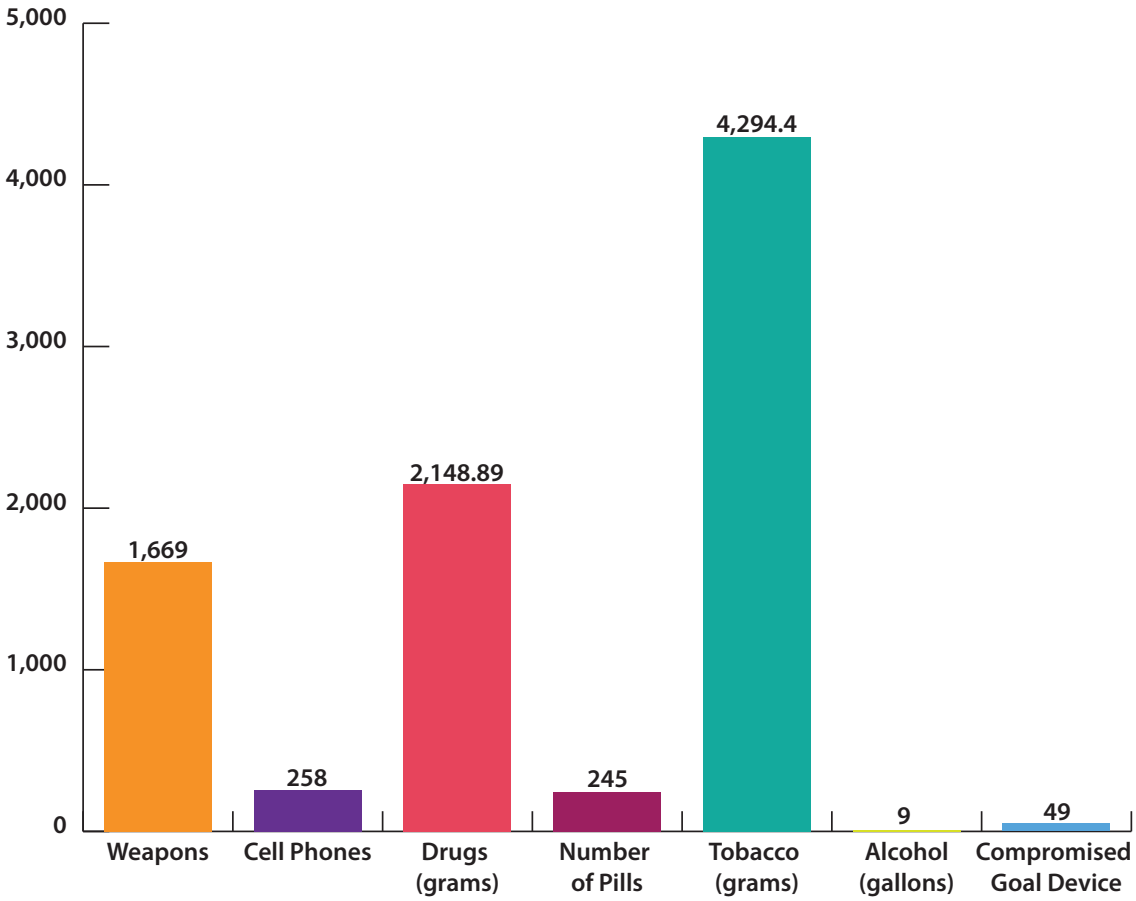
THE CIU INITIATED 10,322 CASES

- 3,963 background checks
- 2,730 investigative assistance reports for GDC as well as our state, local, and federal partners
- 203 administrative reports
- 511 intelligence summaries
- 2,915 suspicious activity reports forwarded to CID and Facility Operations
- 44 compromised staff identified

TARGETED SHAKEDOWNS

A targeted shakedown is a search of an offender's cell or common areas of the prison due to information received by the CIU that an offender has contraband. FY 2020 consisted of 28 targeted shakedowns.

Contraband Recovered



FINANCIAL INVESTIGATIONS TEAM (FIT)

The GDC/OPS Financial Investigations Team was established as a pilot program on July 1, 2019, to address GDC inmates' nationwide fraud using contraband cellular devices.

THE FIVE-MEMBER TEAM INITIATED 133 CASES

- Obtained 122 court orders
- Secured 34 search warrants
- Procured 15 arrest warrants with over half of the 52 ongoing cases facing either state or federal indictments

The FIT team's primary focus is the GDC inmate's conspirators who help facilitate the relentless scams, fraudulent/deceptive practices, and routine impersonation of government officials.

INTERNAL ASSESSMENTS UNIT

GDC's assessment team conducts comprehensive audits in each facility and follow-up assessments for any identified critical security concerns. Compromised of a well-trained body of adjunct auditors selected from facilities across the State based on experience and subject matter expertise, it is managed by an auditor and one compliance specialist with the Compliance Unit's oversight and direction. The group provides an ACA accreditation readiness assessment during the annual review of each facility.

FY 2020 accomplishments include

- Revised and published 36 internal audit instruments to incorporate language and questions from 573 individual standards found in the ACA Adult Correctional Institutions (ACI) Standards Manual, 5th Edition, to align prison assessments with accreditation efforts. The implementation of the 5th Edition included 56 new standards.
- Conducted 23 state prison comprehensive audits, 19 center comprehensive audits, four privately operated prison audits, and 24 corrective action plan follow-up audits. COVID-19 resulted in audit postponement in 19 state prisons and seven centers until a later date.
- Revised and published 36 internal audit instruments for the assessment of TCs, which incorporated language and questions related to 250 standards found in the ACA Adult Community Residential Services Manual.
- Revised and published 25 internal audit instruments for the assessment of PDCs, RSATs, and ITFs, which incorporated language and questions related to 383 standards found in the ACA Adult Detention & Local Facilities (ALDF) Standards Manual.
- Conducted adjunct auditor training for 97 participants.
- Conducted Security Audits Training for 24 participants in coordination with the National Institute of Corrections.
- Developed Quarterly and Aggregate reports for analyzing assessment data.

FUGITIVE UNIT

Special Agents from GDC's Fugitive Apprehension Unit made 315 felony arrests, 30 sex offender arrests, and 77 abscond recaptures.



MOVEMENT PROCESS IMPROVEMENT

At the beginning of 2020, Offender Administration began reviewing and revamping the offender movement process. Currently, each offender's file is assessed by an analyst before a transfer is approved. This method is time-consuming and antiquated. These changes utilize an enhanced placement software that will create an improvement to the existing process by placing the right offender in the correct facility, appropriate bed, reduce operational costs, improve security, reduce overall transports, and improve program rates by placing offenders in program beds based on the offenders' needs.



SECURITY OPERATIONS CENTER

A fully-functional Security Operations Center (SOC) became available in FY 2020 for GDC use, should the need arise. In addition to providing support for a significant information security incident, the SOC routinely provides Security Information and Event Management (SIEM) functionality as well as vulnerability scanning.

During FY 2020, no security incidents rose to the level of a breach. More than 20 incidents were managed at a lower level that resulted in significant enhancements in several areas, the most notable of which are email security and authentication. Multi-Factor Authentication (MFA) is currently in implementation for all users with administrator rights and will be available to all users during FY 2021. Advanced Threat Protection (ATP) is now in the final test phase and will go active during the first quarter of FY 2021.

JPAY - GRIEVANCES PILOT

The JPay grievance pilot assures compliance with agency standards and approved practices by providing easy accessibility through a kiosk, GOAL device, and staff PC (HTML). Through enhanced efficiency, the management and oversight accountability provide improved information sharing between facilities and a reduction of paper process and postal mail. The cross-functional platform capability allows other GDC programs a better platform for reporting metrics (e.g., medical complaint and sick call forms).

THE FOLLOWING FACILITIES ARE PARTICIPATING IN THE JPAY GRIEVANCES PILOT PROJECT:

- Montgomery SP
- Burruss CTC
- Central SP
- Long Unit



ZERO TOLERANCE

OPS DIGITAL FORENSICS UNIT (DFU)

GDC's DFU is one of the largest digital forensics labs in the country and leverages state-of-the-art technology and specialized training to obtain intelligence forensically from electronic devices. The DFU is responsible for acquiring and analyzing digital evidence, including cellphones, computers, and drones, supporting criminal investigations, and intelligence operations.

During FY 2020, the DFU processed and analyzed

- 7,338 cellphones
- Identified 38 compromised staff
- Provided the Criminal Investigations Division with 2,901 leads containing likely actionable intelligence

CRIMINAL INVESTIGATIONS DIVISION (CID)

In FY 2020, Special Agents and Investigators from the CID initiated 4,385 investigations which resulted in:

- 1,332 criminal arrest warrants
- 647 arrests (257 inmates, 101 staff, 289 civilians)
- CID also executed 302 search warrants

OPS Special Agents are also assigned to various Federal task force units throughout the State, including the FBI Public Corruption Task Force, FBI Gang Task Force, and the Drug Enforcement Agency/High-Intensity Drug Trafficking Area.

Special Agents assigned as Task Force Officers seized:

- $3,035,295.00
- 10.68 kilos of heroin
- 373.4 kilos of marijuana
- 810.31 kilos of methamphetamine

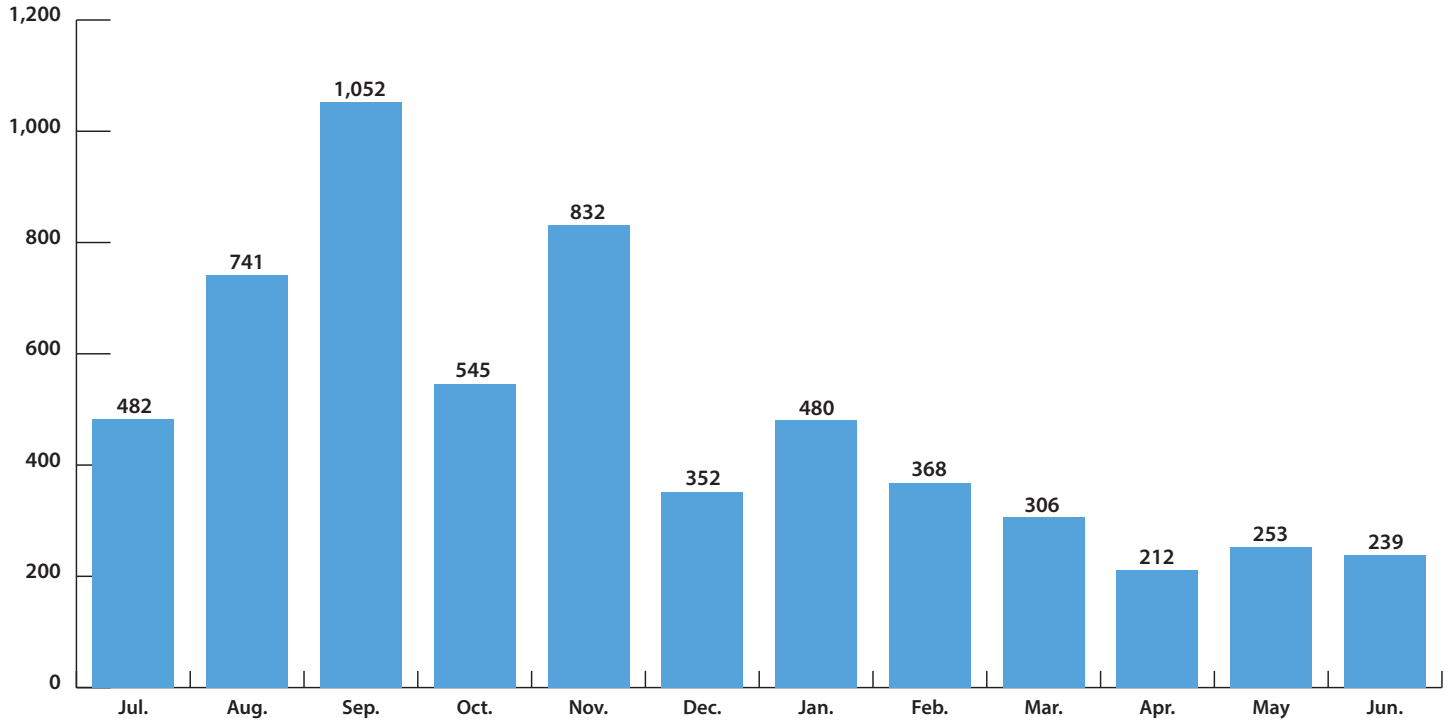
REPORT STAFF CORRUPTION/INMATE SCAMS/FRAUD

From April 10 - August 20, 2019, OPS initiated Report Staff Corruption, Report Inmate Scam/Fraud, and Law Enforcement Request reporting forms to the GDC public website to assist the agency in achieving its mission of protecting the public.

GANG SERGEANT PROGRAM

The purpose of the Gang Sergeant training program is to have a trained gang specialist at 28 facilities across Georgia. Their primary mission is to recognize potential criminal street and prison gang members and validate those that meet the established criteria. Additionally, they provide timely incident assessments for the facility and daily interaction with the Intelligence Division and the Criminal Investigations Division. Since the program's inception in March 2019, the number of monthly validations began to increase as follows:

Monthly STG Validations



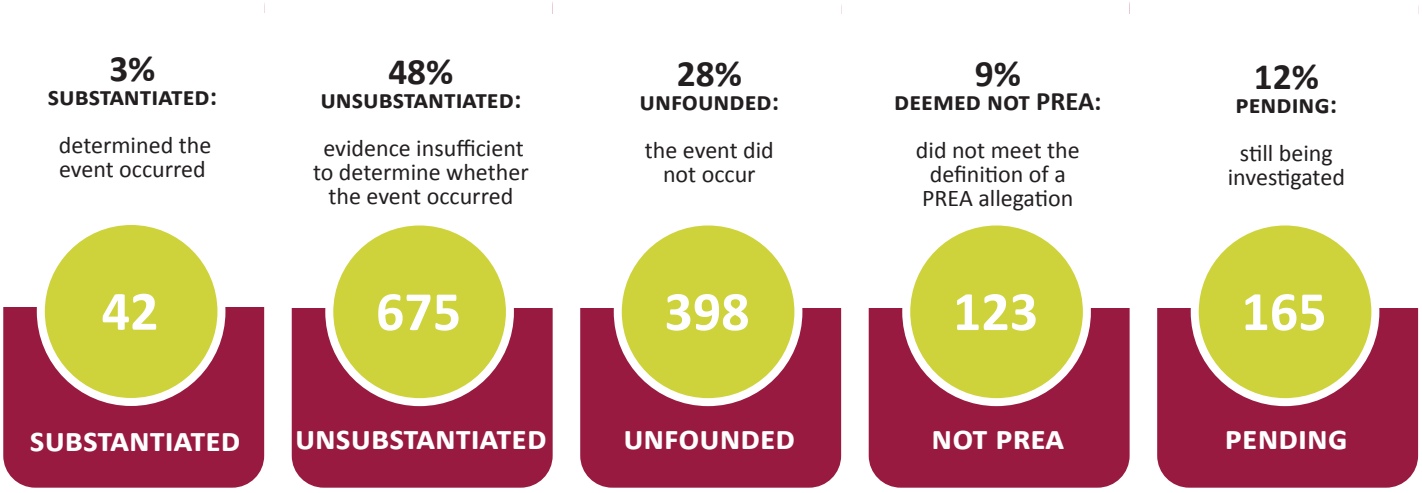
OPS CANINE UNIT

Contraband seizures from GDC's Canine Unit included 63 lbs. of marijuana, 14 lbs. of methamphetamine, 0.21 lbs. of cocaine, 979 lbs. of tobacco, 2,356 cell phones, and 769 weapons at GDC facilities and detail sites. The work of the Canine Unit also resulted in 386 arrests.



PRISON RAPE ELIMINATION ACT (PREA)

The Prison Rape Elimination Act (PREA) 2003 prohibits and seeks to eliminate sexual assaults and sexual misconduct in correctional institutions. Pursuant to PREA and Georgia criminal laws, the GDC is committed to protecting offenders in its custody from sexual contact or sexual misconduct. In FY 2020, GDC had 1,403 PREA allegations from facilities; of those:



PREA AUDIT

PREA Certified Auditors consistently found that the agency exceeded standards in the following audit topics:

- Zero-tolerance for sexual abuse and sexual harassment
- Data collection and review
- Data review for corrective action

100%

GDC has a 100 percent compliance history for all audits conducted since the program's inception.



OFFENDER WELLNESS AND PROGRAMMING

TELEMEDICINE

Telemedicine is a grant-funded medical access program that helps reduce offender transportation to local hospitals for medical consultations, increase offender access to medical care, and promote public safety. Installation of telemedicine devices at all state prisons was completed during FY 2020. With 3,326 conferences this fiscal year, the Department realized an estimated cost avoidance of $12.6 million.

MEDICAL REPRIEVES AND PAROLES

The Department submitted 116 applications for medical reprieve or medical parole to the Georgia Department of Pardons and Paroles, 39 of which were approved.

HIV

The incidence of HIV among the offender population was 684, at the end of FY 2020, and accounted for more than $17 million in pharmaceutical expenses for HIV medication.

HEPATITIS C

In FY 2020, 112 offenders received Hepatitis-C treatment at the expense of $17.6 million. More than 656 offenders have been treated for Hepatitis-C since treatment became available in 2016.

PHARMACY

GDC filled approximately 100,000 prescriptions, per month, at an annual cost of $42 million during FY 2020. In July 2020, it will issue a request for proposals for pharmaceutical services to evaluate market solutions.

CONSULTANT ENGAGEMENT AND REQUEST FOR INFORMATION

In October 2019, GDC partnered with McKinsey & Co. on an analysis of the current state of physical health delivery and a request for information to understand options and alternative models to correctional physical health delivery.

INNOVATIONS IN DELIVERY

GDC implemented in-prison sleep studies, rapid HIV testing, and a tele-emergency department pilot in February/March 2020. These implementations will maximize timely access to adequate care at lower costs.

PHYSICAL HEALTH AUDITS

In FY 2020, the Office of Professional Standards completed an audit for 48 of 60 facilities. The remaining facility audits are on hold due to the advent of COVID-19.

OFFENDER PHYSICAL HEALTH CONTRACT

Physical healthcare delivery at 60 state facilities, to more than 42,000 offenders, with a $223,066,277 health care budget.

UTILIZATION MANAGEMENT

In April 2020, the Department partnered with Alliant, to provide pre-authorization services for medical consults aligned with Georgia's Medicaid program.

AUGUSTA STATE MEDICAL PRISON (ASMP)

More than 1,000 surgical procedures are performed at ASMP each year. The facility operates 26 specialty consult clinics, serves more than 60 dialysis patients, and is the GDC's 340-B program hub site. A modular surgical unit also supplements ASMP with approximately 1,000 procedures each year.

This facility has focused on several capital improvement projects to upgrade existing systems, infrastructure, security, and facility plant operation components. The Department's FY 2020 budget included $10,400,000 to execute the design and construction of significant repairs, replacements, and renovation projects. These projects include the following.

- HVAC systems replacements (Main)
- Dialysis Unit Relocation and Expansion
- Exterior Window Replacements
- Kitchen
- Renovation

Projects funded in previous fiscal years:

- Locking Controls Systems Upgrade – Construction is complete on this project in multiple buildings.
- Fire Alarm System Replacement – This construction project was completed and included replacing the entire fire alarm system with modernized equipment.
- Force Main Relocation and Upgrade – This new force main installation is complete through the engineering design process and is now in the permitting phase. Construction will commence in FY 2021.

MEMORANDUM OF UNDERSTANDING

In FY 2020, a Memorandum of Understanding (MOU) was re-negotiated and re-signed for Forensic Peer Mentors. The MOU is a collaboration with the Department of Behavioral Health and Developmental Disabilities (DBHDD), the Georgia Consumers Mental Health Network (GCMHN), and GDC to provide support for returning citizens.

Other MOUs were created between the GDC and Georgia Southern University to assist with the training of Activity Therapists, and Walden University to help with the movement of Advanced Practice Registered Nurses.

The agency also re-signed an MOU for Emory University to research GDC facilities using de-identifiable data. The most recent study from Emory University focuses on the prevalence of developmental disabilities within the prison population.



SUICIDE AWARENESS AND PREVENTION

Developed during this fiscal year, the new multi-disciplinary team (Office of Professional Standards, Facilities Division-Special Projects, Medical, Legal, Leadership, etc.) worked together to examine suicides within the Department of Corrections. This collaboration provides support and innovative ideas that may positively impact reducing the incidence of suicide.

SECURITY ENHANCEMENTS FOR SUICIDE PREVENTION

At the beginning of FY 2020, OIT added a new profile category of suicide precautions in SCRIBE, with an icon to display in the offender header and accountability roster. There are 12 individual profile types in this category, which are initially all open, but profiles may be closed as the offender progresses.

MENTAL HEALTH CONTRACT AWARD

In FY 2020, GDC entered into a 10-year, $40 million contract with MHM-Centurion to provide mental health services and dental health. The new agreement moved from a primary mental health personnel contract to a service provision contract, with 100% mental health services provided by MHM-Centurion. An addition to the contract also provides personnel and programming to the Integrated Treatment Units (ITFs).

MENTAL HEALTH EXPANSION

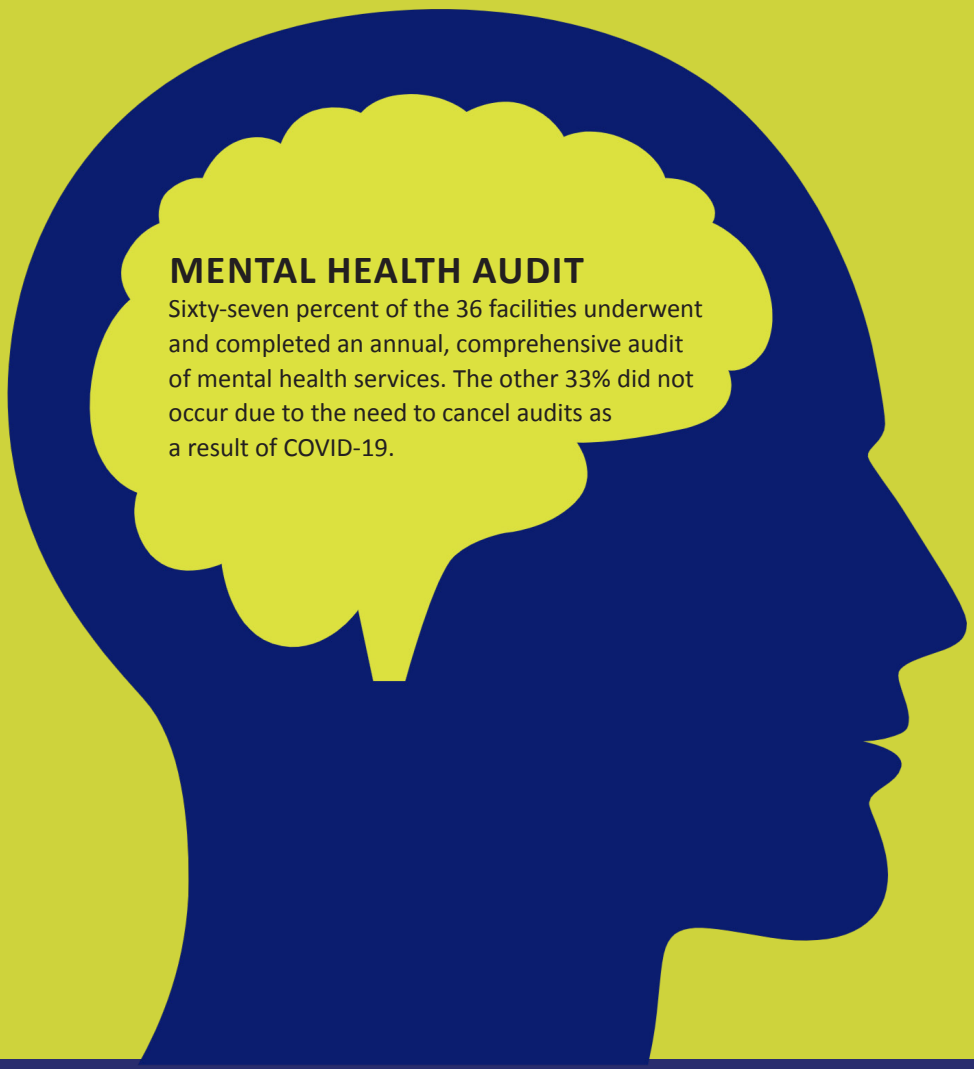
More than 20% of Georgia's prison population has a mental health diagnosis, a statistic that is trending upward. The Department of Corrections expanded on-site mental health services to Dooly SP, in a similar fashion as the previous fiscal year when Smith, Telfair, and Ware SP's mental health units initially started.

MENTAL HEALTH AND JUSTICE REFORM

On February 25, 2020, the Mental Health Unit worked along with the Collaborative Justice and Mental Health Forum led by Justice Michael Boggs. The forum led to another invitation to participate in and present at the Georgia Justice Reform Partnership on Healthcare and the Criminal Justice System, on March 10, 2020.

SPECIAL MENTAL HEALTH TREATMENT UNITS (SMHTU)

GDC instituted six specialized mental health treatment units in 2017, specializing in distinct mental health diagnoses and offering specialized long-term programming tailored to the group they serve (e.g., dementia and traumatic brain injury, severe impulse control, self-injurious behavior). In their third year, the SMHTUs have produced positive results, seen in improved behavior and less hospitalization due to self-injurious behavior. Currently, there are five specialized mental health treatment units.



MENTAL HEALTH AUDIT

Sixty-seven percent of the 36 facilities underwent and completed an annual, comprehensive audit of mental health services. The other 33% did not occur due to the need to cancel audits as a result of COVID-19.

MENTAL HEALTH TRAINING

In addition to the SMHTU, the GDC implemented mandatory mental health training as part of its annual training for all personnel to increase awareness and utilization of mental health principles. Instruction started in October 2019 and has occurred for multifunctional correctional officers, activity therapists, mental health counselors, technicians, mental health unit managers, psychologists, and psychiatrists.

Specific training topics include:

- sexual allegation evaluations and treatment
- specialized mental health treatment units
- suicide awareness

AMERICANS WITH DISABILITIES

GDC's Americans With Disabilities (ADA) Unit is responsible for ensuring accommodation needs are met for offenders in our custody as covered by the Americans with Disabilities Act, to include accommodations for those with Limited English Proficiency (LEP) and Sensory Impairment (SI) needs. The unit serves the 90+ GDC prisons and centers, private facilities, county prisons, and headquarters.

FY 2020 ACCOMPLISHMENTS



TRAINING

Over 4,712 employees completed training, including ADA Training for the State Board of Pardons and Paroles, GDC Pre-Service Orientation Training, In-Service, and Orientation for Pardons and Paroles.

On February 20, 2020, ADA Van Transportation Lesson Plan was developed and submitted to LDU for GCALS implementation and training of GDC staff.



AGREEMENTS

The Center for Inclusive Design and Innovation (CIDI) through Georgia Tech Research Corporation (GTRC) and GDC completed the agreement for CIDI to provide tailored services starting on November 12, 2019. These include evaluation, training, technical assistance for disability/ accessibility, and assistive technology assessments and utilization services. CIDI also captioned the ADA Intake/ Orientation Video for Offenders who are deaf or hard of hearing.

On February 24, 2020, an agreement concluded with Lionbridge, a translation and localization services company, and facility pin codes were distributed to facility ADA coordinators and specific GDC staff to implement/complete the telephonic spoken language translation project.

809 **There were 809 interactions with the ADA Communication center through calls, emails, ADA accommodation requests, and interviews.**



PROJECTS

A collaboration between the GDC ADA Coordinator's Office and OIT to create and implement an ADA Icon Project, an ADA Icon Health Activity Profile Summary, and an ADA Accommodation Request Module in SCRIBE. All projects are pending completion.

Construction Projects at Coastal, Johnson, and Pulaski SPs have been funded and are pending implementation in FY 2021 with Evans Terry Associates.

The Video Relay Services (VRS) Project was expanded to additional state facilities, to include facility site visits at McEver PDC, West Central ITF, Atlanta TC, Metro TC, and Smith SP.

Within the SCRIBE module, an American Sign Language (ASL) or Speech/Lip Reading section is now included on the Personal Information page.



INVESTMENTS

The unit invested $334,827.81 on American Sign Language (ASL) services and Language Interpretation Services from LATN, Languageline Solutions, Ad Astra, and Lionbridge Services.

ACADEMIC EDUCATION

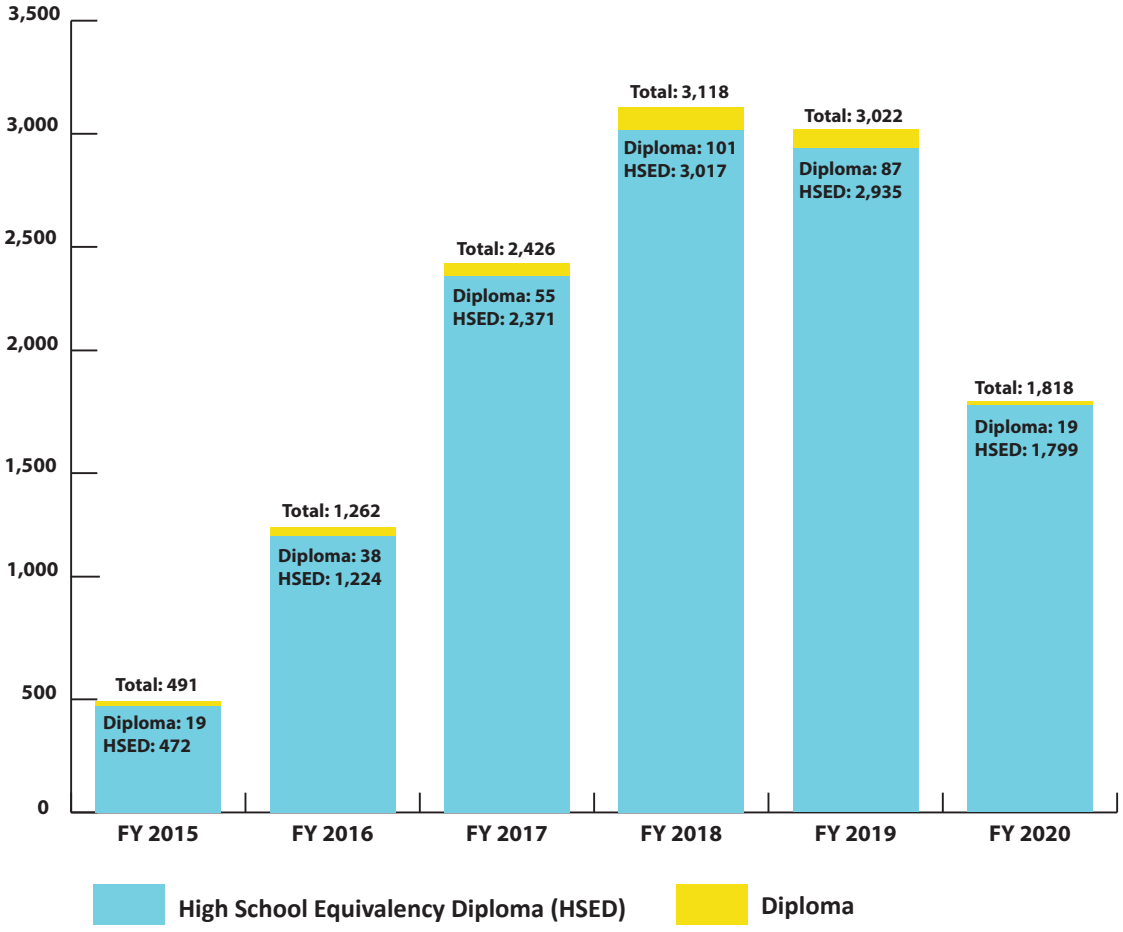
Academic classes are broken down into sections by ability and achievement levels. Students can progress through Literacy Remedial Reading, Adult Basic Education, High School Equivalency Diploma (HSED) Preparation and Testing, and Charter High School. GDC provides special education services to students who qualify at five locations: Burruss CTC, Dodge SP, Georgia Diagnostic and Classification Prison, Lee Arrendale SP, and Phillips SP. In February 2020, GDC partnered with the Georgia Department of Education to provide training to access the Georgia Online Individualized Education Plan (GO-IEP). This application will help GDC special education teachers write federally compliant IEPs, report data accurately, and transfer records between public schools and other correctional facilities.

Over 200 school districts across the state of Georgia closed in March 2020 due to COVID-19, effectively ending the school year for many students. Inmates enrolled in academic education classes were also affected by the closure, only completing two-thirds of the fiscal year in a traditional classroom setting with a qualified instructor. Data collection and analysis indicate that GDC's academic education programming was on track to meet and exceed FY 2020 goals.

- 1,799 HSED earned in the first eight months of FY 2020 or 60% of the annual goal of 3,000
- Total completions during the first eight months of FY 2020 was 6,024

Traditionally, GDC completions are higher in the last four months of the fiscal year.

High School Diplomas and Equivalencies



83

Eighty-three lifers received a HSED in FY 2020, **71** of whom are eligible for parole.

30

Thirty correctional facilities were on track to meet and/or exceed their HSED goals in the first eight months of FY 2020, an increase from 25 facilities on track to meet and exceed their HSED goals for the same time frame in FY 2019.

16,277

Sixteen thousand, two-hundred and seventy-seven enrollments were recorded by HSED education in academic courses during FY 2020. On average, the monthly enrollment was **5,300**.

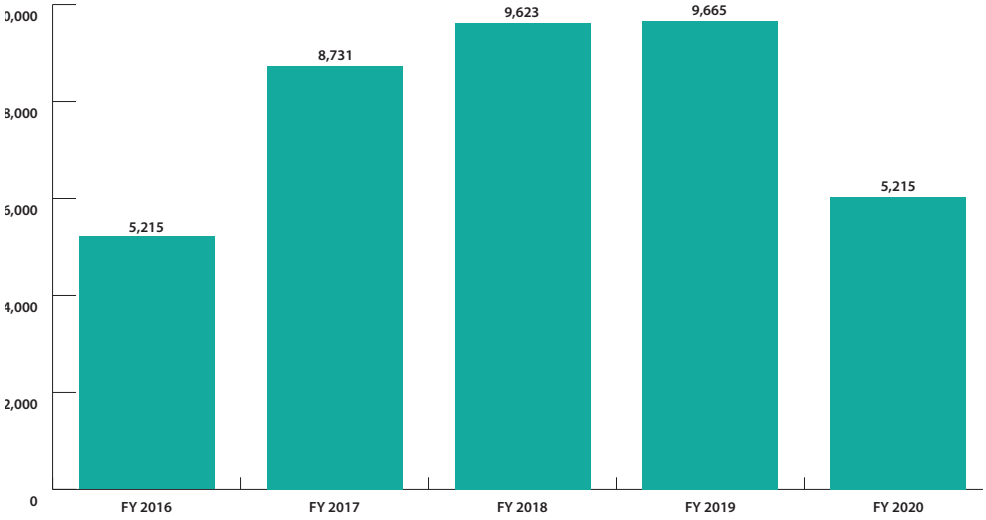
19

Nineteen high school attendees graduated via GDC partnership with Foothills Education Charter High School during FY 2020. This partnership provides a high school diploma option for qualifying inmates. There have been a **total of 319 high school diplomas awarded since the inception of the charter school program.**

Foothills operates charter school sites at three correctional facilities within GDC:

- Burruss CTC
- Lee Arrendale SP
- Phillips SP

Overall Academic Completions



At the Annual Education Conference in August 2019, GDC education staff were provided specific training on meeting the instructional needs of inmates, who the Georgia Department of Education defines as Neglected and Delinquent under Title I. Neglected and Delinquent offenders are aged 17-21 and qualify for educational services within the public-school setting. The Academic education unit continues to provide training through on-going facility site visits throughout the year to evaluate implementation.

- In FY 2020, 424 inmates qualifying as Neglected and Delinquent youth earned a HSED in the first eight months of the year. This total equated to 24% of the HSED earned.

- In FY 2020, 26 inmates under 18 years of age earned a HSED in the first eight months of the year. This is a 13% increase over the number of inmates, 17 years old and under, earning a HSED credential for FY 2019.

During the hold placed on teaching and testing within the correctional facilities due to the pandemic, GDC education staff met weekly to review the following:

- Engage in data analysis for individual facilities as well as regions
- Create individualized plans for targeting instruction within correctional facilities
- Establish goals for FY 2021
- Develop and implement a standards mastery checklist that would allow instructors to triangulate data to promote students
- Compile and share a curriculum repository for lesson plans and activities that could be used in the classroom and distance learning, when inmates are unavailable and in their dorms

CAREER, TECHNICAL, AND HIGHER EDUCATION (CTHE)

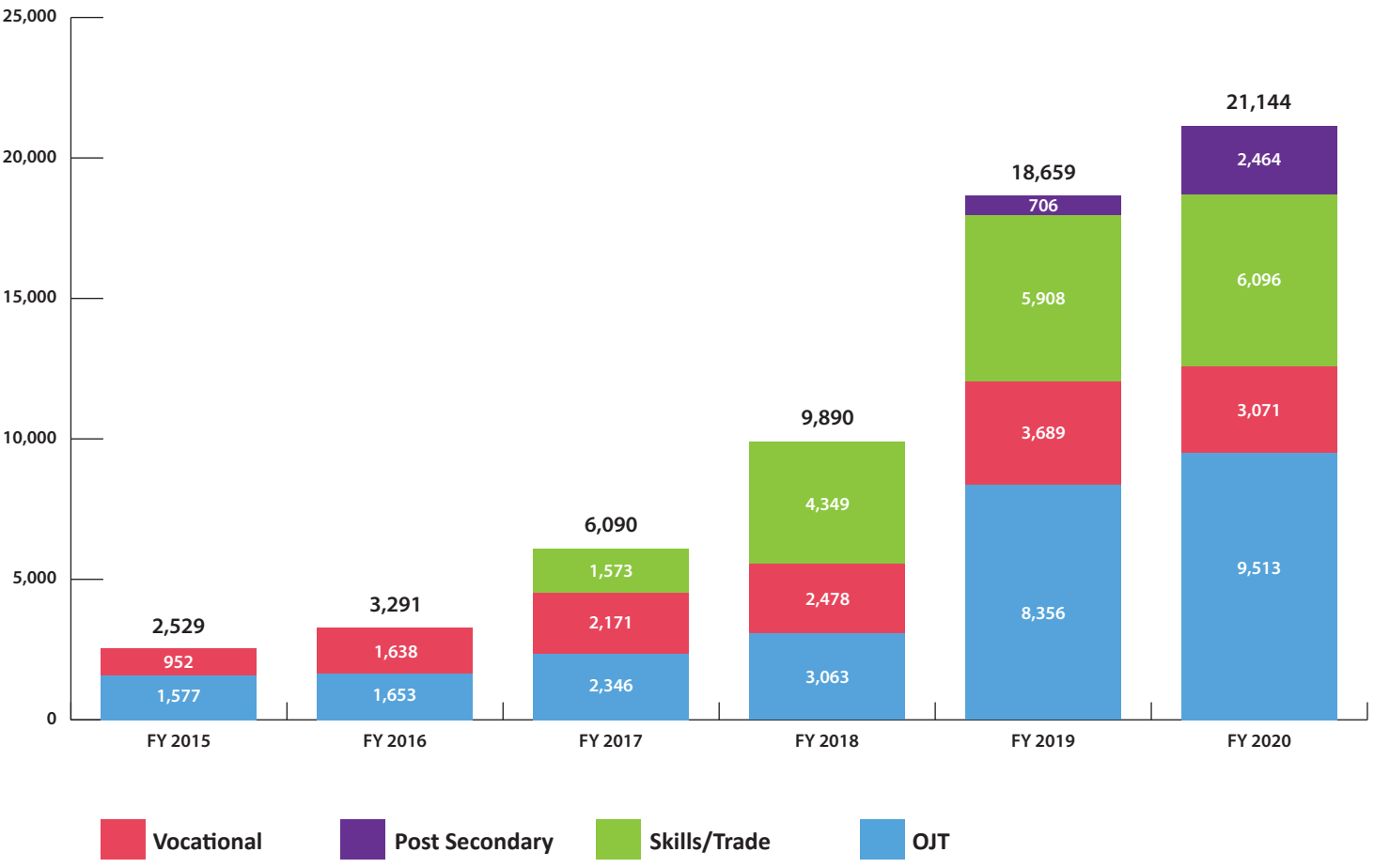
20,000 COMPLETIONS

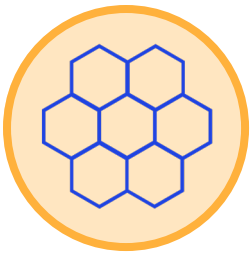
There were over 20,000 successful CTHE completions by offenders during FY 2020. This achievement was a notable increase of 347% since FY 2017. The combined efforts of partner agencies, instructors, counselors, OJT coordinators, correctional officers, and many others made this milestone possible.

Three facilities earned over 1,000 completions during FY 2020

- Coastal SP: 1,645
- Coffee CF: 1,302
- Montgomery SP: 1,068

Career, Technical, and Higher Education Completions





BEEKEEPING

Through the GDC partnership with the University of Georgia and the UGA Honeybee Lab Manager, Autry SP Beekeeping won first place at the Georgia State Honey Show for the best tasting honey in the state. Autry SP also had 11 offenders graduate as Certified Beekeepers from the UGA program. In January 2020, UGA donated two hives and approximately 3,000 honeybees to Lee SP to help kick off the Master Beekeeping Prison Protecting Pollinators program at that facility.



DOG RESCUE PROGRAMS

GDC collaborates with numerous canine rescue/foster organizations through 13 dog programs located in facilities. On October 11, 2019, First Lady Marty Kemp helped celebrate these great programs by serving as the keynote speaker for the 28th group of the Rescued Dog Program at the Colwell PDC graduation. This program pairs shelter dogs with detainees who train the dogs in preparation for adoption. Detainees learn that you can change behavior in others without the use of force, fear, or intimidation and realize what they learn in dog training is transferable to people too. This fiscal year, 221 inmates completed dog-related educational programs such as veterinary helpers and dog grooming throughout GDC facilities. The Second Chance Greyhound program started at Pulaski SP on August 28, 2019. The 54 former track racing dogs are now excellent pets due to the training by the female offenders. All of the dogs have found new homes through adoption, and there is already a waiting list for future canine graduates.



FIRST FEMALE BRAILLE PROGRAM GRADUATION

In October 2019, Emanuel Women's Facility hosted a Braille Open House and graduation ceremony, recognizing nine female offenders as the first in Georgia to complete the Library of Congress Braille Transcribers Certification course. During FY 2020, offenders earned 82 certifications through the partnerships with Georgia Institute of Technology at Emmanuel WF, and Georgia Department of Education at Central SP. Through these educational programs, offenders produce braille books for students with visual impairments in K-12 schools and post-secondary institutions.



MOBILE LABS

Fully self-contained pull-behind trailers, 28 and 53-foot, serve as classrooms and lab spaces through partnerships with technical colleges and local workforce development agencies. These mobile programming spaces increase the opportunity for more offenders to participate and serve as an efficient and effective use of human and physical resources. The first lab started at Metro RF, on June 10, 2019.

Wiregrass Technical College offered Mobile Low-Voltage Electrician training at the following facilities during FY 2020.

- Metro RF
- Dodge SP
- Calhoun SP

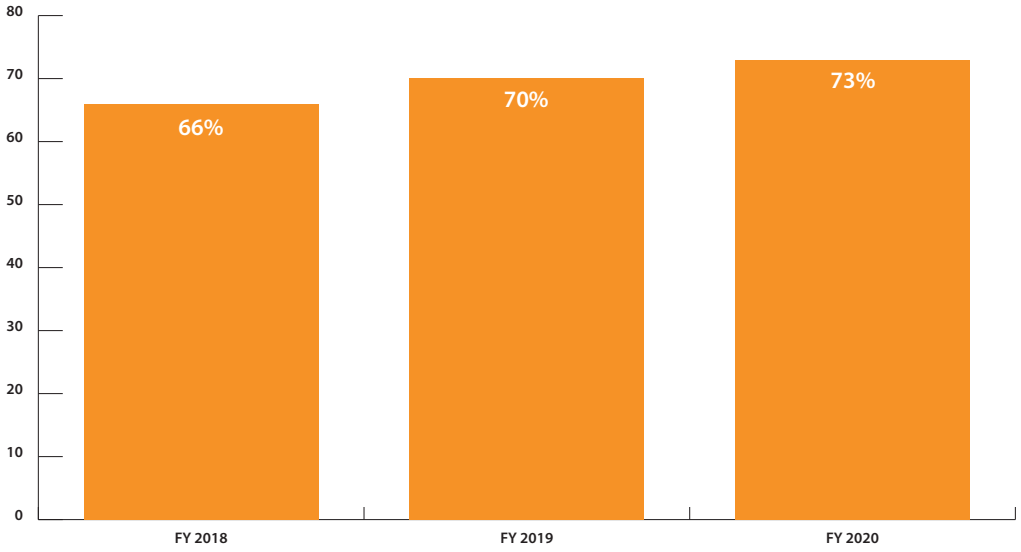
Athens and Atlanta Technical Colleges provided Mobile Welding Labs at the following facilities, where offenders earned nationally recognized certifications from the American Welding Society:

- Metro RF
- Riverbend CF
- Whitworth Women's Facility

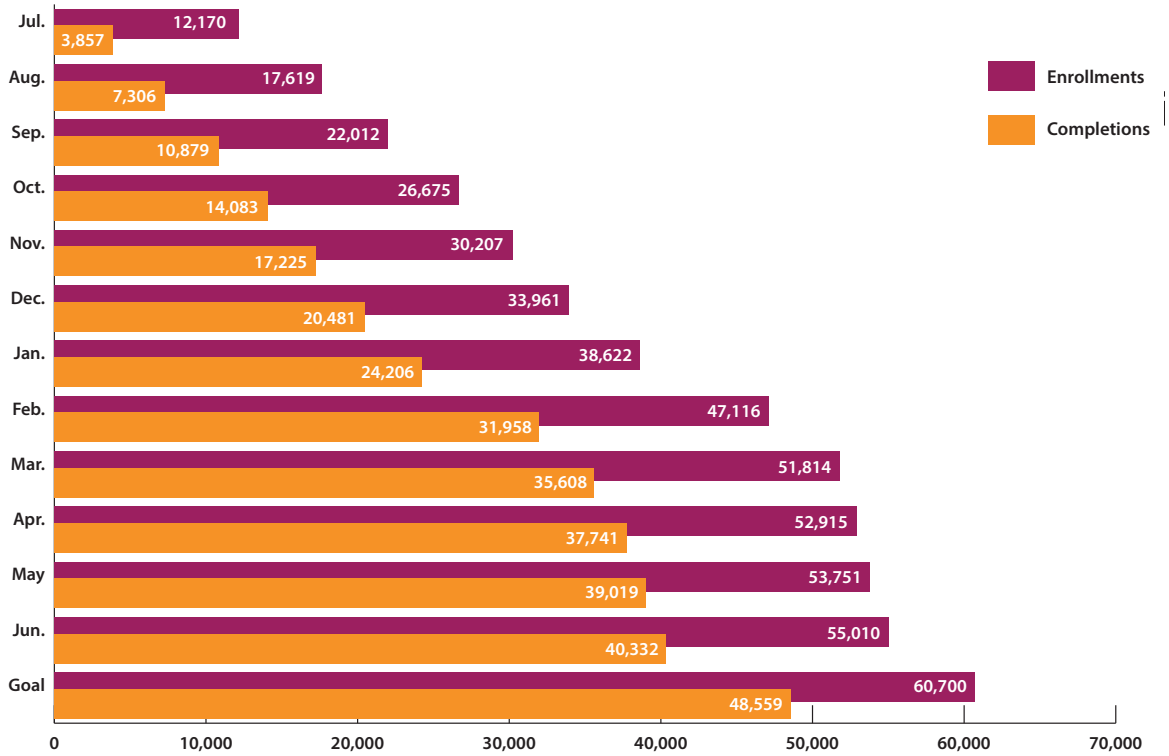
COGNITIVE PROGRAMMING

The percentage of inmates completing their cognitive-behavioral programs has continued to increase over the past three fiscal years. This increase is due to diligent work from staff and counselors to provide individuals' opportunities while in GDC's custody.

Successful Completions for Cognitive Behavioral Programs



FY 2020 Enrollments and Completions



RESIDENTIAL SUBSTANCE ABUSE TREATMENT (RSAT)

RSAT is a nine-month, highly structured program that targets high-risk, high-needs offenders nearing release, probationers sentenced by the courts, those who have revoked community supervision, or GDC referred offenders who require intensive substance use programming. In FY 2020, there were 4,891 enrollments in the program and 2,435 completions.

PROGRAM DEVELOPMENT UNIT AND THE ODYSSEY PROGRAM

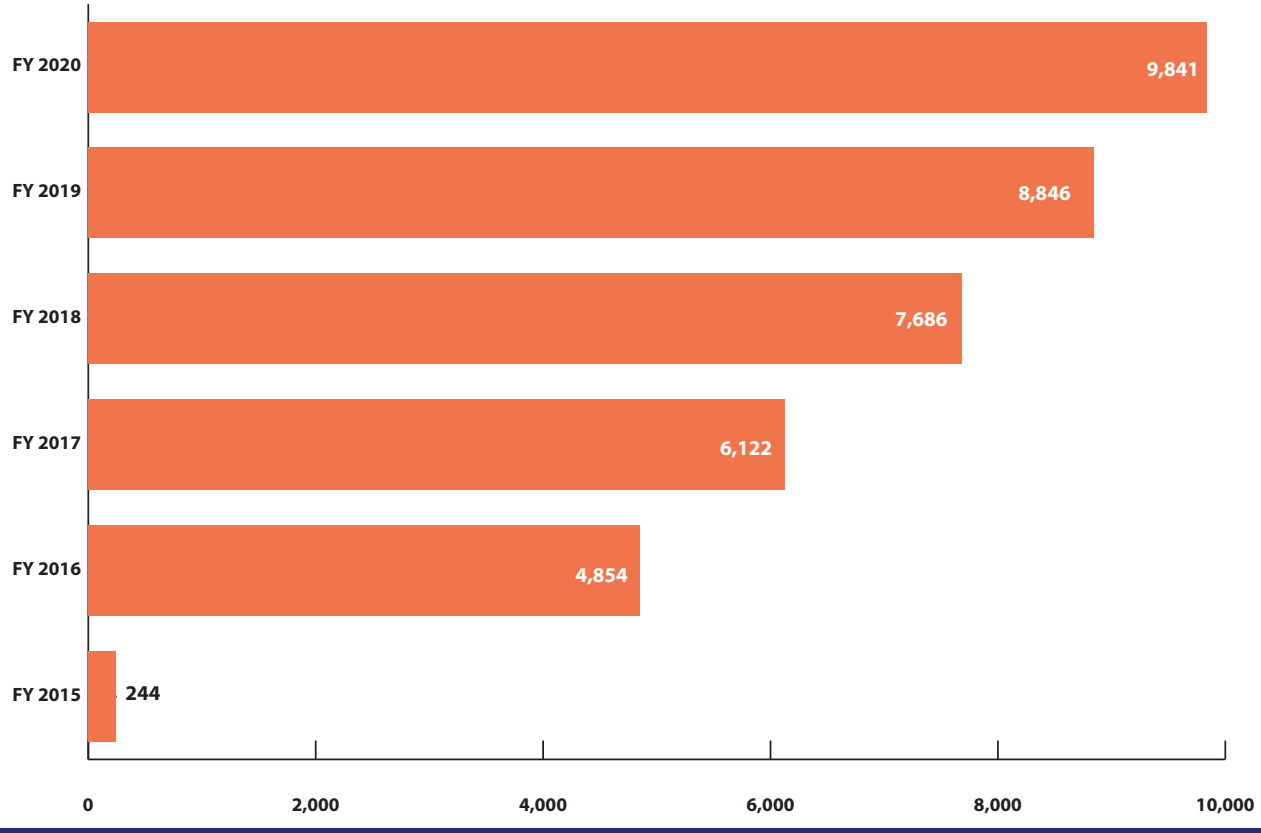
The Division of Inmate Services' Program Development Unit (PDU) continuously examines research literature to consider evidence-based practice developments and improvements. The unit also develops and implements internal and external process and outcome evaluations to determine the effectiveness of GDC processes and programs intended to reduce recidivism.

In FY 2019, the PDU created and implemented the Odyssey Program for TC residents. The project focuses on relevant life skills needed for a successful transition back to their communities. In FY 2020, 2,345 residents completed the Odyssey Program, a 57% increase over the 1,001 completed in FY 2019.

PROGRAM TREATMENT COMPLETION CERTIFICATE (PTCC)

Under the Board of Corrections' rules and regulations, an official PTCC printout is issued to offenders, symbolizing an offender's achievements towards successful reentry into society. In FY 2020, 9,846 inmates received a PTCC, representing a progressive increase over the last three fiscal years.

Comparison of PTCC Certificates Printed by Fiscal Year



ANNUAL REPORT

THE GEORGIA DEPARTMENT OF DRIVER SERVICES (DDS) AND GDC

Since 2006, GDC has partnered with the Department of Driver Services (DDS) to provide secure Identification Cards (IDs) or renewed secured Driver's Licenses (DLs) to inmates nearing release.

5,904
DLs or IDs
were issued for those in GDC's custody in FY 2020



27,775
DLs or IDs
have been issued since the inception of this initiative

BIRTH CERTIFICATES AND SOCIAL SECURITY CARDS

19,600+
birth certificates & social security cards

During FY 2020, in partnership with the Georgia Department of Public Health/Vital Records and the U.S. Social Security Administration, GDC received over 19,600 birth certificates and social security cards for releasing inmates. All documents are filed in the GDC Document Repository and given to inmates upon release.

GDC SECURED DOCUMENTS REPOSITORY

During FY 2020, GDC repository staff received and scanned 13,459 documents into SCRIBE's Offender Reentry Documents folder. The total statewide documents reviewed by all facilities to SCRIBE was 182,294. These documents were either sent to identified facilities for immediate distribution to releasing inmates or were placed in secure storage within the GDC Repository until the offender's release. Scanned documents included the following:

14,022
Birth Certificate Applications

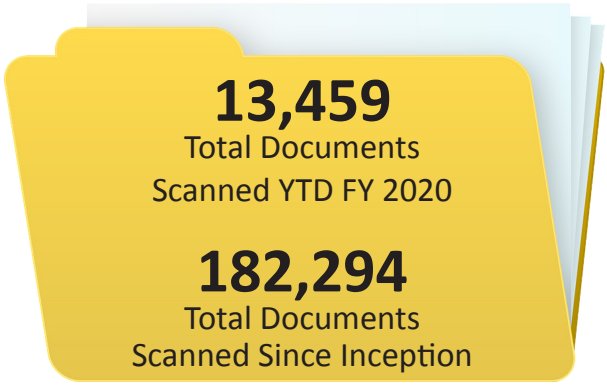
14,518
Applications for DLs or IDs

11,607
Social Security Cards

5,904
DDS issued DLs or IDs

REENTRY DOCUMENTS SCANNED INTO SCRIBE

- Application for Birth Certificate
- Birth Certificate
- Certificates of Completion
- DDS Authorization for Submission/Application
- DDS Driver's License
- DDS Identification Card
- Metro Facility Reentry Consent Form
- Social Security Card



SUPPORTIVE SERVICES RETURNING CITIZENS DOMESTIC VIOLENCE CRIMINAL JUSTICE COORDINATING COUNCIL (CJCC) GRANT

This project provides research-based, trauma-informed programming to more than 100 female returning citizens at Lee Arrendale SP and Lee Arrendale TC who have been impacted by domestic violence. The grant also provides trauma-informed training to identified staff at these facilities. The grant is in partnership with the Circle of Hope, a non-profit domestic violence organization funded by the CJCC, and is in the planning phase, with implementation anticipated in the fall of 2020.

RE-ENTRY ASSESSMENT CENTER (RAC) WEBSITE

Inmate Services RAC website (http://rac.gdc.ga.gov/) was redesigned in the first quarter of FY 2020, in an effort to assist inmates who are nearing release. The RAC website provides tools and information that inmates can use to prepare their resume, improve their job skills, find housing resources, family needs, and childcare.

COMMUNITY ENGAGEMENT INITIATIVE

In November of 2019, Reentry Services began actively identifying and recruiting resources that are focused on inmates' significant needs of those who are soon to be released.

These resources fell into the areas of:

- Employment
- Job Training
- Housing
- Counseling Services
- Financial Assistance
- Family and Children Support Services
- Reentry Advocates
- Community Mentors
- Faith-Based Organizations

Since November of 2019, more than 200 new resources were shared with inmates to prepare for their upcoming release.

HONOR/REENTRY DORM

On October 30, 2019, the Honor/Reentry dorm was established at Valdosta SP for close security offenders who meet TC criteria. Fifty inmates entered the program, 15 transferred to TC locations, and 25 became trained on the Reentry Roadmap program, which introduces pro-social skills and prepares offenders for employment upon reentry into the community.

CHAPLAINCY AND VOLUNTEER SERVICES

Chaplaincy and Volunteer Services are integral parts of the programming that takes place in GDC facilities. Chaplains provide pastoral care to inmates and staff, facilitate worship, education, counseling, spiritual direction support, and crisis intervention. Volunteers assist the chaplains and facility leadership by providing a steady stream of new volunteers for spiritual support and program opportunities.

- Two new chaplains filled vacant positions at Walker SP and Augusta SP. One full-time director position oversees the female seminary program at Whitworth Women's Facility (New Orleans Baptist Theological Seminary) and the male program at Phillips SP (Truett-McConnell University).

- Chaplaincy Services recommended signing an agreement with Prison Fellowship Ministries (PFM), enabling department chaplains to utilize PFM programming through the PFM program titled Floodlight.

TRUETT MCCONNELL SEMINARY PROGRAM COMES ONLINE

Truett McConnell University assumed the leadership and sponsorship of the former New Orleans Baptist Theological Seminary (NOBTS) program for male inmates at Phillips SP. The program is privately funded and is a partnership with the Georgia Baptist Mission Board. Inmates will receive a fully accredited Bachelor's degree in Christian Ministry and be assigned to facilities across the state to serve as inmate missionaries while working under the facility chaplain's direction.

FIRE SERVICES

Fire Services' Prison Fire Stations responded to 5,520 emergency calls in the cities and counties surrounding GDC facilities.

- Assisted Southeast Georgia following Hurricane Dorian and Southwest Georgia following a tornado
- 178 offenders have completed training and testing on:
  - Fire Module 1
  - Fire Fighter 1 Certification
  - Fire Fighter 2 Certification
  - Hazardous Materials (HazMat) Awareness
  - HazMat Operations
- The Governor's Office deputized seven staff members as State Fire Marshals



AMERICAN CORRECTIONAL ASSOCIATION

AMERICAN CORRECTIONAL ASSOCIATION (ACA)

The Compliance Unit manages the American Correctional Association (ACA) contract. The ACA provides a professional organization for all individuals and groups, both public and private, that share a common goal of improving the justice system. Benefits of accreditation include operating safe and secure facilities for employees and offenders while following national best practices and standards. The national accreditation and state certification standards are continually revised to reflect best practices in corrections and law enforcement gathered from agencies across the United States.

Ten facilities achieved accreditation milestones in FY 2019, all of which earned their ACA accreditation. An additional ten facilities would have completed audits in FY 2020; however, due to the COVID-19 pandemic, those audits have been postponed until FY 2021.

The scores for facilities audited in FY 2020 indicate that the agency is well prepared and in line with national standards. Preparing and achieving accreditation has begun for FY 2021. GDC moves forward with aggressive plans to complete accreditation of 16 additional facilities in FY 2021, reaccreditation for the Central Office, and Central Training Academy.

ACCOMPLISHMENTS

Facilities Awarded Accreditation

- Augusta Transitional Center
- Burruss Correctional Training Center
- Calhoun State Prison
- Dodge State Prison
- Hancock State Prison
- Helms Facility
- Lee State Prison
- Metro Reentry Facility
- Northwest Residential Substance Abuse Treatment Center (RSAT)
- Phillips State Prison
- Pulaski State Prison
- Rutledge State Prison
- Telfair State Prison
- Walker State Prison
- Washington State Prison
- West Central Integrated Treatment Facility (ITF)
- Whitworth Women's Facility
- Wilcox State Prison

ACA Audit Score by Facility	
Augusta Transitional Center	100%
Burruss Correctional Training Center	99.7%
Metro Reentry Facility & Helms	99.7%
Dodge State Prison	98.8%
Northwest RSAT	97.8%
Rutledge State Prison	97.8%
Walker State Prison	97.8%
West Central ITF	97.8%
Telfair State Prison	96.9%

- Created and managed assessments through PowerDMS electronic assessment tool for all ACA audits
- Conducted Facility Compliance Specialist training in August 2019, November 2019, and February 2020
- Defined protocol and process indicators for audits to be conducted for TCs, PDCs, RSATs, and ITFs
- Negotiated contract with ACA for auditing 20 facilities in FY 2021

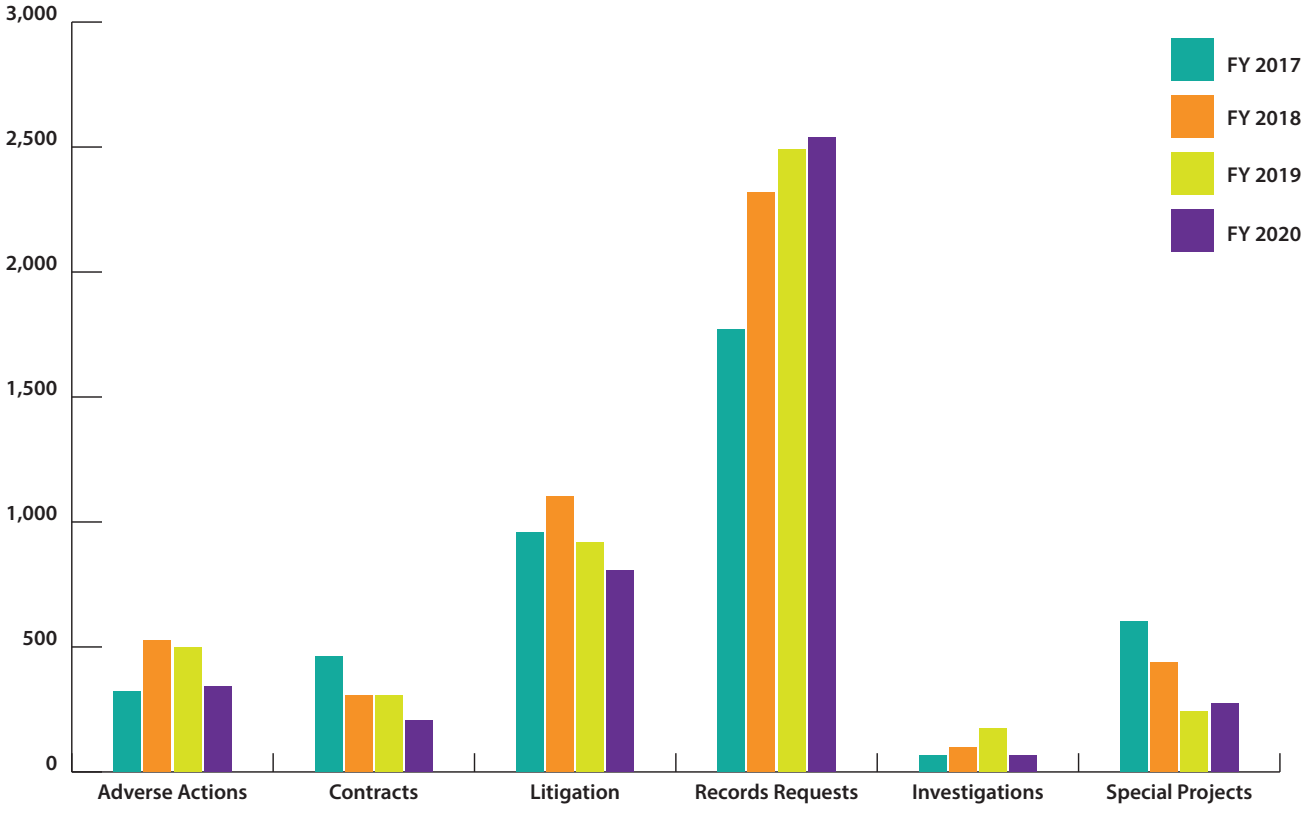


LEGAL SERVICES

LEGAL SERVICES FY 2020 HIGHLIGHTS

- Legal Services reviewed 344 requests for adverse actions involving alleged misconduct by GDC employees during FY 2020.
- Legal Services also collaborated on the drafting and negotiation of more than 205 contractual and inter-governmental agreements.
- Referred 807 new cases to the Attorney General's Office and assisted in the legal strategy and defense of civil rights actions, state tort claims, habeas corpus petitions, petitions for writs of mandamus, and employment lawsuits.
- The Legal Services Department responded to more than 2,539 requests for department records, including open records act requests, subpoenas, requests for medical records, and similar inquiries.
- Provided oversight and recommended appropriate action on 68 internal affairs investigations involving non-criminal misconduct by the department's employees.
- Legal Services reviewed all of the standard operating procedure amendments for the GDC's continuing to secure ACA accreditation.
- Assisted with 273 particular project matters, such as making consular notifications, facilitating special religious requests, reviewing appellate decisions impacting offenders' sentences, and analyzing proposed legislative measures to affect the GDC's operations or budget.

2020 Legal Services Matters





GEORGIA CORRECTIONAL INDUSTRIES

ANNUAL REPORT

GCI POSITIVELY IMPACTS OUR COMMUNITY WITH BACKPACKS FOR CHILDREN

Georgia Correctional Industries (GCI) provided much-needed backpacks for school-aged children through a combined effort involving staff and offenders at Montgomery, Hancock, and Pulaski plants. GCI completed their goal to deliver 500 backpacks to the Division of Family and Children Services (DFCS) for children in Georgia's foster care system.

"My kids said they were proud of me when I told them what I was working on."
- GDC Offender



Highlights:

- Pulaski SP offenders developed a process to ensure the backpacks were complete in three weeks to be ready for the children.
- Utilizing surplus fabric from Montgomery Upholstery and GCI vendor donations, offenders developed colorful backpack flaps.
- Hancock Embroidery added the GCI logo and the phrase "Excellence Drives Success."

GEORGIA CORRECTIONAL INDUSTRIES AGRIBUSINESS

Each year GCI's Agribusiness Division is tasked with growing various fresh vegetables to use within the Georgia Department of Corrections Food Service operations.



GCI currently grows fresh produce at:

- Rogers Farm, Reidsville, GA
- Dooly Farm, Unadilla, GA
- Emanuel Farm, Twin City, GA

Together these three farms produce over 800,000 pounds of fresh produce. This process allows the Food Service Operations to utilize Georgia Grown fresh produce within their menu. Using these farms increases the variety of fresh produce options for the offenders and provides the opportunity to learn how to plant correctly, harvest, store, prepare, and consume these items.

GCI's agriculture programs provide the opportunity for more than 300 offenders to work in farm operations located across the State. Emphasis is placed on efficient operations providing on-the-job training for crop production, demonstrating how a farm-to-table industry impacts their lives.

GCI INSTALLS CUSTOM FURNITURE AT THE NATHAN DEAL JUDICIAL BUILDING

Three GCI facilities were instrumental in the production of the furniture for the Nathan Deal Judicial Building in downtown Atlanta, Georgia. Production of the handcrafted furniture allows incarcerated individuals to learn new and valuable skills while creating a cost-effective solution for the Judicial Center. GCI strives to mentor and assist offenders in developing marketable job skills needed to become productive citizens while enhancing key attributes needed to obtain employment upon release.



Dodge Wood Plant fabricated custom furniture from hardwood, producing a first-of-its-kind custom 16' x 7' conference table and used their new CNC router to add a custom "Supreme Court Seal" engraving to the conference table. They also produced 25 courtroom tables, 28 desks, and 19 lateral file cabinets made with a combination of cherry plywood and cherry lumber.

Hancock Embroidery Plant used digital technology to embroider the Supreme Court logo on custom fabric and created custom embroidery for the Judges' chairs.

The Montgomery Upholstery Plant reupholstered nine judges' chairs, removing the old fabric from the chairs and headrests, and replaced it with new material. They also upholstered 75 armchairs.



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