

PIC Performance Measures



- I. Programs/Case Plan Compliance:** An offender shall receive one (1) month Performance Incentive Credit (**PIC**) per point accumulated. Offenders shall receive full credit for completing their program/case plan along with Court/Parole mandates. Credit shall be contingent upon good institutional conduct and group conduct. One (1) point credit shall be received for each category listed below; however, if the offender completes the entire program/case plan then they shall receive 6 PIC points which equals 6 month's credit. **Total number of possible PIC points to accumulate in the program/case-plan category is SIX (6).** The point system is outlined below:

Example: If John Doe has a Substance Abuse and Education need, he will accumulate 1 point for each category. If he completes both need categories, he will complete program/case plan and accumulate 6 PIC points. However, if he only completes Substance Abuse, he will only have accumulated 1 PIC points, because he still has one category that has not been completed.

NGA Assessed Needs					
Education	Vocational	Cognitive	Substance Abuse	SOPP	Mental Health Groups
1 Point	1 Point	1 Point	1 Point	1 Point	1 Point

- II. Educational/Vocational Improvement Points:** Offenders can accumulate a maximum of six (6) PIC points in the Educational/Vocational Improvement Point Category (Please note that actively enrolling in education is calculated in the program/case-plan compliance category, not in the educational improvement category). The points will be calculated as noted below:

Program Type	Education/Vocational Improvement Points for Completion
LRR, ABE, GED Prep	1
GED (passing GED Test	2
Post-Secondary Education	2
OJT/Vocational Programs	2

Total number of possible PIC points to accumulate in the Educational/Vocational Category is SIX (6). This includes Vocational and OJT programs.

III. Special Details: An offender shall receive one (1) month Performance Incentive Credit (PIC) per point earned. Once an offender has been on a special detail as defined below for a cumulative period of 1 year (365 days) the offender is eligible to receive 2 points credit and shall receive 2 points every 6 months they are assigned to a special detail. If an offender is in transit from one facility to another for assignment to a specialized detail, their points shall continue to be tabulated as if they are continuously working on the detail. If the offender is removed from the detail as a result of conduct the calculation of the points will start over; however, all points accumulated at the time the offender is removed from a detail will be credited to the offender. The maximum PIC allowance for assignment to special details is 6 points. The approved special details are outlined below:

- A. **Mobile** - Offender shall receive full credit for actively participating on detail for a cumulative period of two (2) years, contingent upon compliance with case plan and good institutional conduct.
- B. **Prison Industry** - Offender shall receive full credit for actively participating on detail for a cumulative period of two (2) years, contingent upon compliance with case plan and good institutional conduct.
- C. **Fire Services** - Offender shall receive full credit for actively participating on detail for a cumulative period of two (2) years, contingent upon compliance with case plan and good institutional conduct.
- D. **Food and Farm** - Offender shall receive full credit for actively participating on detail for a cumulative period of two (2) years, contingent upon compliance with case plan and good institutional conduct.

Special Details (Tabulated by cumulative time assigned)		
1 Year	18 months	24 Months
2 Points	4 Points	6 Points

IV. Outside Details/County Camps/Administrative Aides: An offender shall receive 1-month Performance Incentive Credit (PIC) per point earned. Once an offender has been on a detail for a cumulative period of 1 year (365 days) the offender is eligible for 1-point credit and shall receive 1 point every 6 months thereafter. The offender shall receive full credit for actively participating on detail for a cumulative period of 42 months, contingent

upon compliance with case plan, and good institutional conduct. If an offender is transferred and it is not for disciplinary purposes, the offender's time will continue to tabulate. The maximum PIC allowance for details is 6 points.

Outside Details/County Camps/Administrative Aides (Tabulated by consecutive time assigned)					
1 Year	18 months	24 Months	30 Months	36 Months	42 Months
1 Point	2 Points	3 Points	4 Points	5 Points	6 Points

V. All state offenders are eligible to be considered for PIC eligibility except those in the categories listed below:

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

Exceptions: Offenders with Disabilities (MH/MR or medically limited): Offenders in this category will be assigned a work detail/program commensurate with their abilities. Participation without regard to the offender's disability should determine the PIC eligibility, provided the offender participates willingly and performs the activity as assigned by the institution classification committee.