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Board of Parole
STATE OF TENNESSEE

2022-23

Annual Report



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*Our mission is to minimize public risk
and maximize lawful behavior
by the prudent and orderly release of adult offenders.*



STATE OF TENNESSEE
BOARD OF PAROLE
500 JAMES ROBERTSON PARKWAY
DAVY CROCKETT TOWER, FOURTH FLOOR
NASHVILLE, TENNESSEE 37243-0850 (615) 741-1150

October 1, 2023

The Honorable Bill Lee, Governor
General Assembly, State of Tennessee
State Capitol Building
Nashville, Tennessee 37243

Governor Lee and Members of the General Assembly:

It is my pleasure to present to you the Board of Parole's Annual Report for fiscal year 2022-23.

To fulfill the agency's mission to minimize public risk and promote lawful behavior by the prudent, orderly release of adult offenders, Board Members must determine whether to parole eligible felony offenders for community supervision, or to continue incarceration in Department of Correction (TDOC) or county facilities. To achieve that mission, the Board conducted 13,694 hearings in FY 2022-23. The Board also reviews all clemency requests and submits non-binding recommendations to the Governor for his consideration. The Board of Parole plays a major role in community safety, in keeping with its motto: *"Safe communities, fewer victims, successful reentry."*

The Board of Parole also provides cost avoidance for state government. For example, offenders placed on parole are supervised by TDOC in the community at a cost far lower than that of incarceration. In addition, the Board of Parole continues to invest in new technology including, but not limited to, video conferencing and web cameras, which has been critical to completing our mission. The result is that travel to state prisons or local jails for hearings is reduced, decreasing travel costs and increasing productive work hours.

The Board of Parole had 82 staff positions in FY 2022-23 with a budget of \$10,425,900. The Board expresses its sincere appreciation to the members of Tennessee's Executive and Legislative branches for effectively providing leadership. We are also indebted to the BOP staff who devoted time, energy and skills to carrying out our mission, and we give them our sincere gratitude.

Respectfully Submitted,

A handwritten signature in blue ink that reads "Richard Montgomery".

Richard Montgomery, Chairman

Frequently Asked Questions About Parole

What is the Parole Board?

The Parole Board is an independent, seven-member board whose members are appointed by the Governor.

What are the Board's responsibilities?

The Parole Board makes decisions about which eligible offenders will be granted parole and placed on community supervision for the remainder of their sentences. The Board also has the power to revoke the parole of those offenders who do not abide by the conditions of their supervision. In addition, the Board reviews applications for executive clemency and makes non-binding recommendations to the Governor.

What is the Tennessee Board of Parole?

The agency includes the Parole Board, hearings and support staff, and administrative offices. With the exception of the Board Members, staff is managed by an Executive Director who oversees the day-to-day operations of the agency. Support and Hearings staff include Hearings Officers; Board Operations; Victim Services; General Counsel's Office; and the Research, Policy, and Planning division. Administrative offices include staff who maintain operational business functions, such as Fiscal, Human Resources, Communications, and Training.

What is parole?

Parole is the privilege of community supervision granted to an offender after he/she has served a percentage of his/her sentence, as determined by statute. Many offenders serve their sentences to expiration without ever receiving parole. If released to parole, offenders are supervised by officers employed by the Tennessee Department of Correction (TDOC). The Board may revoke this privilege and order a parolee who does not comply with the supervision rules to be returned to prison.

What factors does the Board consider in making parole decisions?

The Board considers many factors, including seriousness of the offense, time served, a risk/needs assessment, the offender's institutional record, victim input, and the statements of the offender and other interested parties, in determining whether to grant parole to an eligible offender. The complete criteria is part of BOP Rule 1100-01-01-.07 located online at:

<https://publications.tnsosfiles.com/rules/1100/1100.htm>

How does someone in prison get a parole hearing?

An offender's initial parole eligibility is calculated by TDOC, the official timekeeper for all offenders in state custody. TDOC then notifies the Board, and the Board schedules a hearing. If the offender does not receive parole, the Board may set the date for the next hearing, not to exceed six years in most cases. More details are included in the chart on page 3.

What is probation?

Probation is granted by the courts, normally in lieu of jail or prison time. The court of record may revoke the probation of any offender who does not comply with the rules of supervision. **The Board of Parole has no role in probation cases.** However, if an offender violates probation conditions, the judge may revoke probation and send the offender to prison. He or she might then become eligible for parole consideration at a future date.

What is Community Supervision for Life (CSL)?

An offender on Community Supervision for Life has completely served his/her sentence, but due to the nature of the crime, is required to remain under supervision of TDOC officers after the sentence expires. **The offender is not released by the Parole Board.**

The Parole Process

The Department of Correction (TDOC), the official timekeeper for all offenders in state custody, certifies an offender as eligible for parole consideration and notifies the Board of Parole.

Board of Parole staff schedule a hearing for the offender. Notification of the hearing date and time are sent to the offender and to registered interested parties in the case. The hearing takes place at the institution where the offender is incarcerated. Either a Board Member or a BOP Hearings Officer conducts the hearing.

At the hearing, the hearing official reviews the case and other documents pertinent to it, asks questions of the offender and interested parties in attendance, and gives the offender an opportunity to speak. If a Hearings Officer is conducting the hearing, he/she will conclude the proceeding by making a non-binding recommendation to the Board. If the hearing official is a Board Member, he/she will cast the first vote in the case.

The file then goes to other Board Members, who review it and cast their votes in the case. The Board's enabling statute provides for the requisite number of votes required for a decision in a particular case.

Once a decision is reached, the offender and interested parties are notified. There are two possible outcomes:

Parole Granted:

The offender completes any programs ordered by the Board prior to release and submits a release plan for approval. Once the release plan is approved, the parole certificate is issued and the offender is released to supervision by TDOC officers in the community.

Parole Denied:

When parole is denied, it is for a period not to exceed six years in most cases. During this time, the Board may ask the offender to complete programs that may contribute to his/her success once the offender returns to the community.

Board Members

Summary

The Board Members were individually appointed by the Governor to serve. Collectively, the seven-member Board has 62 years of experience serving on the board and many serve on various criminal justice-related associations. The Board has a wealth of experience and diverse backgrounds, consisting of former state legislators, law enforcement officers, a secret service agent, a public relations/affairs manager, and a legal attorney.

The Board. First row (L – R): Mae Beavers, Richard Montgomery and Roberta Kustoff.

Second row: Gary Faulcon, Zane Duncan, Tim Gobble and Barrett Rich.



Chairman Richard Montgomery

Richard Montgomery, a native of East Tennessee, was appointed to the Board of Parole in January 2013 by Governor Bill Haslam and later reappointed by Governor Bill Lee to serve as Chairman in 2019. Under Montgomery's leadership, the Board has undergone several enhancements to the parole consideration process including investing in new technology, such as video conferencing and web cameras, which has been especially critical to completing the Board's mission during the COVID-19 pandemic. The Board has also successfully transitioned to a paperless file system that allows board members and hearing officers remote access to large volumes of information. Prior to joining the Board, Montgomery was a state representative from Sevier County, serving in the General Assembly for 14 years (1998-2012). A graduate of Hiwassee Junior College and the University of Tennessee, he is retired from Oak Ridge National Laboratory, where he was operations manager for UT-Battelle for 27 years. He was elected and served 16 years on the Sevier County Board of Education, including six as chairman. He was recognized in 2012 with the Gordon Fee Leadership in Education Award, presented by the Tennessee Business Roundtable and was named as Legislative Official of the Year by the TN School Board Association. He is on the Advisory Board of East Tennessee State University and serves on the Foundation Board of the Helen Ross McNabb Center. The Tennessee Hospitality Association named Montgomery Legislator of the Year in 2010. He was honored by the TN County Officials Association as Legislator of the Year in 2002. As a lawmaker, Montgomery served as Chairman of the House Education Committee and worked on other key committees during his term in office.

Mae Beavers

Mae Beavers, a resident of Mt. Juliet, was appointed to the Board of Parole by Governor Lee, starting in February 2020. The Trevecca Nazarene University graduate has served as a former court reporter, paralegal, and securities broker. In 1990, she was elected to the Wilson County Commission, where she served for four years, while attending Nashville School of Law. In 1994, she was elected to the 57th District House of Representatives, a seat which included parts of Wilson, Rutherford, and Marshall counties. In 2002, Beavers was elected to the 17th District Senate Seat where she served until September 2017. While with the Senate, she served as Chair of Senate Judiciary Committee, Chair of the Joint Government Operations Judiciary and Government Subcommittee, and First Vice Chair of the Transportation Committee.

Zane Duncan

Zane J. Duncan, a native of Knoxville, is a graduate of Lincoln Memorial University in Harrogate, TN, where he earned a bachelor's degree in Kinesiology. Duncan is an active member of the Association of Paroling Authorities International (APAI), serving on the Public Relations Committee, and has completed extensive criminal justice training through both the Department of Justice National Institute of Corrections and the American Probation and Parole Association since joining the Board. His training has focused on many of the most critical aspects of parole decision making, including evidence-based practices in a correctional setting, examining risk assessments, structured and ethical parole decision making, and victims' rights. Prior to his January 2016 appointment to the Parole Board, he worked as a public relations manager for the R.J. Corman Group in Nicholasville, Kentucky. He has also served the community in a prior role with Knox County Government and worked in public affairs at the Air Transport Association in Washington, D.C. In August 2021, Duncan was reappointed by Governor Lee to serve another six-year term through 2027.

Board Members

Gary Faulcon

Gary Faulcon, a 36-year criminal justice professional, was appointed to the Board of Parole in October 2013 by Governor Haslam after serving with the Metropolitan Nashville Police Department (MNPD) for 25 years. As a member of MNPD, he was assigned to numerous divisions, including Patrol, Background and Recruitment, Criminal Investigations Division, Vice Division and Special Operations Division. Faulcon received numerous awards throughout his career with the MNPD and served 16 years as a member of the department's Special Weapons and Tactics Team (SWAT), assigned to the Marksmen Unit. He was also the department's Bomb Squad Commander prior to his Board appointment. Since 2014, Faulcon has been a member of the Association of Paroling Authorities International (APAI), a global association dedicated to the accomplishment of public safety and successful offender reentry through training, education, standards of evidence-based research and best practices. He is also a member of American Probation and Parole Association (APPA). Faulcon holds a Bachelor of Science Degree in Criminal Justice from Tennessee State University and a Master of Science Public Service Management Degree from Cumberland University. Faulcon was recently appointed to another six-year term by Governor Lee through 2029.

Tim Gobble

Tim Gobble has completed 35 years of public service primarily in the field of criminal justice. He began his career in 1988, as a police officer in Cleveland, TN. In 1989, he was commissioned as a special agent with the United States Secret Service and served in offices located in Nashville, Houston, Washington, D.C., and Chattanooga. In 2006 he was elected sheriff of Bradley County. In 2013, Gobble was appointed to the Board of Parole by Governor Haslam and was reappointed by Governor Lee in 2021. The Tennessee native holds a Bachelor of Science degree in Government and Public Administration from Lipscomb University. He is an active member of the Association of Paroling Authorities International and the Association of Former Agents of the United States Secret Service. He and his wife have been married 35 years and have three grown children. Gobble is a member of the East Brainerd Church of Christ in Chattanooga, TN.

Roberta Kustoff

Roberta Nevil Kustoff is an attorney who has practiced law since earning her Juris Doctor in 1998 and was appointed to the Board of Parole in January 2016. She spent several years in private practice before joining the Shelby County Trustee's Office in 2010, where she served as the Delinquent Tax Attorney. In that role, she represented county government in Chancery, Circuit and General Sessions Courts. A native of Chattanooga, Kustoff is a graduate of Bellarmine University in Louisville, Kentucky, and earned her J. D. at the University of Memphis. Kustoff has trained, in part, at the National Institute of Corrections Academy and is an active member of the Association of Paroling Authorities International. Kustoff has presented to numerous groups, including the FBI Memphis Citizens Academy Alumni, and participated in National Crime Victims' Rights Week ceremonies. Governor Lee appointed Kustoff to the Tennessee Criminal Justice Investment Task Force in 2019. A member of the Tennessee and Memphis Bar Associations, Kustoff was involved in the Association of Women Attorneys of Memphis, and the Memphis Estate Planning Council. She has also volunteered through Subsidium, the Salvation Army Women's Auxiliary and LeBonheur Club, Inc. In August 2021, Kustoff was reappointed by Governor Lee to serve another six-year term through 2027.

Barrett Rich

Barrett Rich, a native of Fayette County, served three terms in the Tennessee General Assembly prior to his appointment to the Board of Parole in 2014 and was reappointed by Governor Lee in 2020. He is a former State Trooper, working first as a Road Trooper, and later the Governor's Security Detail for former Governors Phil Bredesen and Don Sundquist. His other professional experience includes work as an insurance agent for the Tennessee Farm Bureau. Rich is a graduate of Bethel College (now Bethel University) in McKenzie and received his Juris Doctor from the Nashville School of Law. In 2008, Rich was elected to the TN House of Representatives from the 94th District. He was chosen by his colleagues as Freshman Class President and Republican Assistant Floor Leader in the 106th General Assembly. His terms in the 107th and 108th General Assemblies included service as Republican Majority Whip, Vice Chairman of the Government Operations Committee and Chairman of the Health Sub-Committee. He was also a member of Judiciary, Health, Criminal Justice, and Ethics Committees. Rich has served as a member of the state POST (Peace Officers Standards and Training) Commission.

Significant Events in FY 2022-23

National Crime Victims' Rights Week

The BOP partnered with other state agencies to recognize National Crime Victims' Rights Week (NCVRW), April 23-29, 2023. At an event to honor crime victims in Chattanooga, Board Member **Tim Gobble** presented crime victim **Carol Akers** with a "Voice for Victims Award" for her victim advocacy work with Mothers Against Drunk Driving (MADD) and the Montgomery County Traffic Safety task force. Victim Services staff also supported various NCVRW events across the state.



Above left: Victim Services Director Doreisha Davis with Knoxville Mayor Indya Kincannon at a NCVRW event in Knoxville.



Above Right: Board Member Tim Gobble speaks at a NCVRW event in Chattanooga.

Victim Video Impact Statements



After implementing a new process for victim video impact statements to allow victims to have their voices heard at parole hearings without having to be physically present, victim video impact statements were allowed to be submitted into the Board for the first time. In the first full year in operation following the passage of the 2021 Reentry Success Act, the Victim Services Division collected 31 victim video impact statements. Victim impact statements, whether they are submitted in writing or via video, provide the opportunity for victims to describe to the parole board the impact the crime has had on their life – financially, physically, and emotionally.

Promotions

The Board of Parole has a group of dedicated and committed employees. **Marilyn Walker** was promoted Admin. Assistant 4 after 24 years of service. **Stacy Martin** was promoted to Parole Hearings Regional Supervisor after 24 years of service. **Glenda Ward** was promoted to Sentence/Docketing Analyst 1 after 33 years of service. **Anna Knox** was promoted to Sentence/Docket Analyst 3 after eight years of service. **Karen Geer** was promoted to Sentence/Docketing Technician 3 after 22 years of service. **Bettina Fuqua** was promoted to Admin. Assistant 1 after 28 years of service. **Lindsay Cannon** was promoted to Sentence/Docketing Management Supervisor after five years of service.

Significant Events in FY 2022-23

Tennessee Season to Remember

The Board of Parole, along with other public safety agencies, planned the 20th annual Tennessee Season to Remember to honor and remember victims of homicide at the First Baptist Church in downtown Nashville on Dec. 1, 2022. Approximately 200 families from across Tennessee came to Nashville to place ornaments on memorial wreaths in honor of their loved ones.



Right: Victims placed ornaments on memorial wreaths at the 20th annual Tennessee Season to Remember.



Staff Additions

The Board made several key staff additions including Legislative Liaison **Sara Snyder**, Admin. Services Assistant 2 **Brandy Doty**, Sentence/Docketing Technician 1 **Amber Wilson**, Clerk 3 **Jermail Trammel**, and 120-day retiree **Beth Williams**. The agency also welcomed five employees from the Tennessee Department of Correction, including Admin. Services Assistant 2 **Felicia Booth** after six years of state service, Sentence/Docketing Technician 1 **Isaac Swift** after one year of service, Parole Hearings Officer **Susan Lee-Thomas** after nine years of service, Parole Hearings Officer **Audrey Ibezim** after two years of service, and Parole Hearings Officer **Carrie Waxler** after eight years of service.

Milestones/Training

The Board honored 20 members of the BOP staff with awards for reaching milestones in state service. Collectively, these staff members have given 300 years in service to the people of Tennessee.

BOP employees continued with their learning and development with a total of 3,406 training hours.

Research, Policy, and Planning Director **Diana Davis** was one of 56 attendees to graduate from leadership training with the Tennessee Government Executive Institute (TGEI).

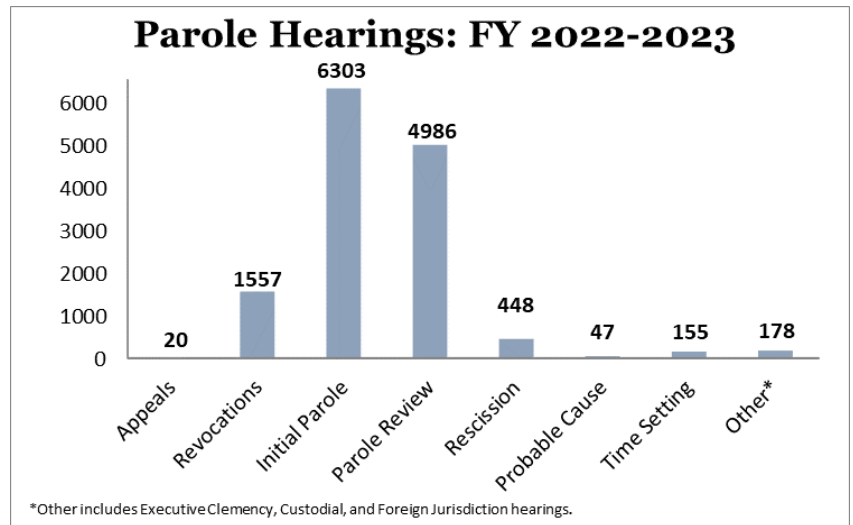
Retirements

After years of dedicated service, Executive Admin. Assistant **Sharon Young** retired after 39 years of service, Parole Operations Director **Elizabeth J. Whiteside** retired after 35 years of service and Victim Services Program Manager **Rita Jorgensen** retired after 10 years of service.

Parole Hearings Division

Parole hearings officers and Board members conduct parole hearings for all eligible offenders in Tennessee. During the past fiscal year, hearings officers conducted 12,994 hearings and made non-binding recommendations regarding offenders' parole sentences. Board members conducted 700 hearings. They also reviewed all hearings conducted by parole hearings officers and either adopted, modified or rejected the officers' recommendations.

Hearings officers function as an extension of the Board in the parole hearing process and assist in carrying out its statutory mandate to conduct parole hearings. Hearings officers are vital to the Board's prudent and orderly release of adult offenders. In accordance with TCA 40-28-105 (d)(2), hearings officers are appointed by the Chair of the Board of Parole and are empowered to conduct parole hearings. Hearings take place in local jails, detention facilities and Department of Correction (TDOC) institutions across the state for all eligible offenders who come under the purview of the Board. Hearings officers travel to all 95 counties in Tennessee to conduct parole hearings.



Offenders, public officials and interested parties receive advance notification of the date, time and location of the parole hearing. Hearings are open to the public, subject to security restrictions of the facility or institution. Interested parties in support or opposition who are unable to attend may submit written statements in advance to be included in the offender's file.

To reach a parole hearing decision, essential information is reviewed and considered. The information may include, but is not limited to, the following:

- Social and criminal history.
- Prior supervision history in the criminal justice system.
- Circumstances of the current offense(s).
- Institutional record and program participation.
- Statements and/or testimony of the offender.
- Recommendations and statements from family members, institutional staff, victims, and members of the community in support or opposition.
- Testimony of interested parties in support or opposition.
- Evidence and testimony pertaining to parole revocation.
- Proposed release plan provided by the offender or institutional staff.
- Other information deemed relevant to the hearing.

Advisory instruments are used and considered in the hearing process. These include a validated risk and needs assessment, parole revocation guidelines and release decision making guidelines.

Parole Hearings Division

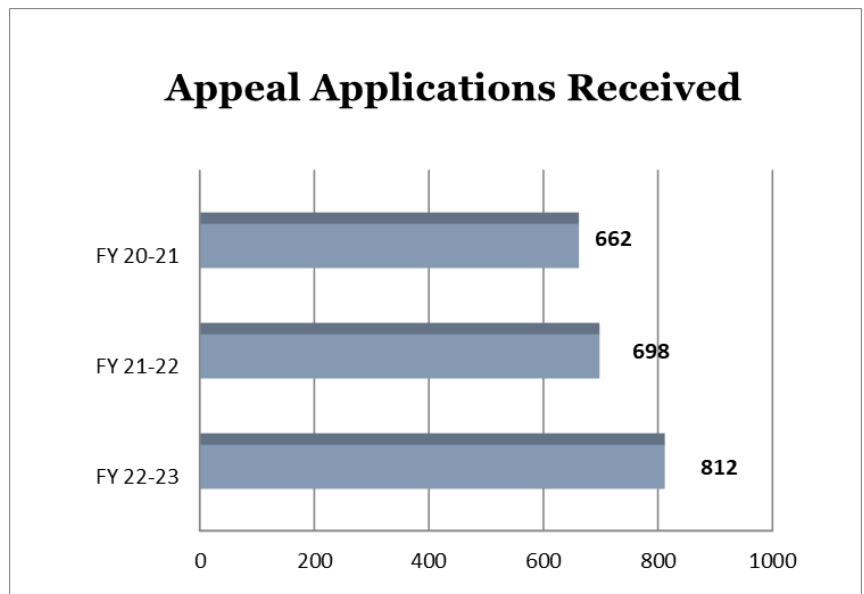


Above Left: The Parole Hearings Division conducted their annual training in Sevierville in August 2022. Staff attended training sessions presented by the Board's General Counsel, Human Resources Division and Legislative Liaison. They also attended training presented by staff from Tennessee Department of Correction.

Above Right: BOP Chairman Richard Montgomery addresses the Hearing Division at the annual training.

Appeals

TCA 40-28-105 (d)(11) mandates an appeal review process for offenders whose parole has been denied, revoked, or rescinded. The Parole Hearings Division processes appeal applications for the Board. Every appeal application is reviewed, and a determination is made as to whether the appeal meets the criteria for filing or whether a new hearing will be granted, according to statute. During FY 2022-23, the Board received 812 appeal applications related to this statute.



Accomplishments

- Where available, hearings officials continue to use video-conferencing equipment and webcams in conducting parole hearings, which reduces staff travel and enhances staff safety.
- The Hearings Division continues to collaborate with staff at county jails to improve connectivity and reduce man hours.
- The Hearings Division recently implemented use of a Paperless Appeal Review System to more efficiently review appeal requests.

Victim Services Division

The Board of Parole's Victim Services Division is proud to assist crime victims in Tennessee and is dedicated to helping crime victims navigate, understand and participate in the parole hearing process. Becoming a victim of crime is an experience for which most people are unprepared. Victims may experience intense fear, helplessness or horror, and can even develop post-traumatic stress disorder.

The Board of Parole's Victim Services Division works to achieve several important goals:

- To lessen victim concerns by providing direct and indirect assistance, education, and support throughout the parole process.
- To fulfill the laws that protect victims' rights.
- To address immediate public safety concerns.

Efforts are made to ensure the voices of victims and survivors of crime are heard, valued and included in a collective effort to prevent future harm and enhance community safety.

Parole hearings are held in TDOC prisons, CoreCivic facilities and county jails throughout the state. It is not uncommon for an inmate to be housed in a prison some distance from the county where the crime occurred. In order to help victims take part in the parole process and ease any travel burden, video-conferencing equipment is accessible at the Board's Central Office and at 14 probation/parole offices across the state.



Victims Services (L-R): Victim Services Director Doreisha Davis, Ebony Trammell, Mandy Tenpenny and Tiffany Johnson

Victims and their families have a right to voice opposition to an offender's release. They may participate in the parole hearing by attending in person (or by video-conferencing), or by submitting a victim impact statement, letter of opposition or confidential testimony.

Services Provided to Crime Victims by BOP in FY 2022-23:



TENNESSEE BOARD OF PAROLE
VICTIM SERVICES DIVISION

- Victim Services staff took 1,669 calls from crime victims, an average of 139 calls per month.
- The Victim Services staff and/or district Victim Coordinators attended parole hearings with a total of 662 victims.
- Received and processed a total of 3,289 letters of opposition, victim impact statements, petitions, etc.
- Registered an additional 775 crime victims/family members for notifications of hearings, decisions, and releases.
- Assisted 31 victims/interested parties with recorded Victim Impact Video statements for parole hearings.

Victim Services Division

Tennessee Season to Remember 2022



Above: **Penny and Donnie Fox** were the keynote speakers for TSTR 2022.

The 20th annual Tennessee Season to Remember was held on Dec. 1, 2022, at First Baptist Church in downtown Nashville to honor victims of homicide.

The ceremony was conducted in person for the first time in three years following the pandemic and was also livestreamed.

Penny and Donnie Fox, whose brother and brother-in-law **Mark Nelson** was killed by a drunk driver on July 15, 2013, in Clairborne County, were the keynote speakers.

Vocalist **Kate Blair**, a recent Belmont graduate and professional singer with Nashville-based 12 South Band, provided musical tribute.

Tennessee Season to Remember was organized by the Board of Parole in cooperation with the Bureau of Investigation, Department of Correction, TRICOR, Secretary of State's office, Department of Public Safety and Homeland Security, Department of Finance and Administration's Office of Criminal Justice Programs, and District Attorneys General Conference.

National Crime Victims' Rights Week Observed in April 2023

The Board of Parole (BOP), Tennessee Department of Correction (TDOC), Tennessee Bureau of Investigation (TBI) and Tennessee Rehabilitative Initiative in Correction (TRICOR) hosted an event in Chattanooga in to honor crime victims during National Crime Victims' Rights Week (NCVRW), April 23-29.

The theme of this year's NCVRW — Survivor Voices: Elevate, Engage. Effect Change — called upon communities to amplify the voices of survivors and create environments where survivors have the confidence that they will be heard, believed, and supported. Board Member **Tim Gobble** was one of the presenters at this year's event.



Above (L-R): TRICOR CEO David Hart, Voice for Victims Award winner Carol Akers, TBI Assistant Director Criminal Investigation Division Josh Melton, TDOC Assistant Commissioner Lisa Helton, and Board Member Tim Gobble at a NCVRW event in Chattanooga.

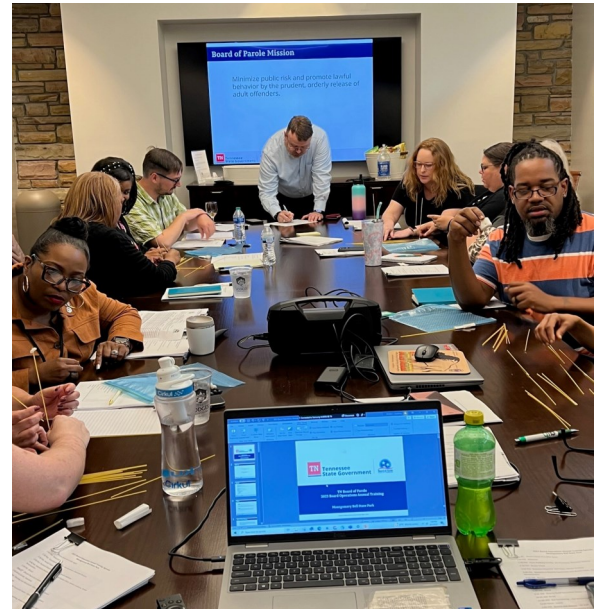
Board Operations Division

The Board Operations Division continues to support the work of the agency in transitioning to electronic case files and using automated programs to accomplish routine work. This division has the responsibility for the preparation, scanning and verification of historical paper files for paperless parole hearings to be conducted.

This division has found ways to utilize programs to streamline information workflows that allow the redistribution of work hours in order to accomplish more with current resources. Technicians have been trained to use programs that create better work documentation, tracking and enhanced transparency.

Major Responsibilities of the Board Operations:

- Board Operations staff scheduled parole hearings for all offenders certified eligible. They also reviewed and verified that all required case information was current for all hearings.
- Board Operations staff sent notifications of upcoming parole hearings to crime victims and other interested parties.
- Board Operations staff issued 2,735 parole release certificates based on decisions made by the Board, and sent release notifications to the interested parties.
- Board Operations staff requested, tracked and verified the receipt of psychological evaluations for 96 offenders.
- Board Operations staff received executive clemency applications and prepared materials for Board Members to review. When formal hearings were conducted, Board Operations forwarded the recommendations to the Governor for consideration.
- Board Operations staff fulfilled public requests for copies of BOP hearing records.



Above: Several new staff members, along with veteran staffers, participated in Board Operations annual training at Montgomery Bell State Park in summer 2023.

Below (L-R): Sonya Roberson, Amber Wilson and Isaac Swift concentrate during a team building exercise during annual training.



Board Operations Division

Executive Clemency

Executive clemency includes commutations, pardons and exonerations, which only the Governor has the power to grant. The Board of Parole reviews executive clemency applications for the Governor. When the Board conducts an executive clemency hearing, a summary of the hearing and a non-binding recommendation are submitted to the Governor.

In Fiscal Year 2022-23, the agency received 474 applications for executive clemency: 367 commutation applications, 93 pardon applications, and 14 exoneration applications. Of those, 224 met the initial screening criteria for the Board to review, including 172 commutations, pardons, and 11 exonerations. The Board conducted 48 executive clemency hearings: nine commutations, 37 pardons, and two exonerations.

On December 22, 2022, Governor Bill Lee announced the granting of executive clemency to 16 offenders who demonstrated a successful path to rehabilitation.

Budget

Board of Parole staff work diligently to use the taxpayers' money wisely.

The agency's Management Resources Parole Administrator oversees and manages the budget.

BOP Budget Fiscal Year 2022-23

Personnel Expenditures

Salaries	5,383,600
Longevity	224,100
Employee Benefits	<u>2,349,500</u>
Total Personnel Services and Benefits	<u>\$7,957,200</u>

Operational Expenditures

Total Operational Expenditures	<u>\$2,468,700</u>
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Total Personnel and Operational	<u>\$10,425,900</u>
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Other Divisions & Offices

Communications Office: The Communications Office serves as the agency's primary media contact. Staff of this office respond to media requests for information and issue positive communications about agency work through traditional media, as well as the Board's social media sites. Communications Office staff also work to develop presentations and reports, plan and develop special events and support materials, process public records requests and respond to constituent inquiries through the agency's email account (BOP.Webmail@tn.gov).

Fiscal Services: The Fiscal Services Division supports the BOP mission by providing a variety of services to agency staff. The responsibilities of Fiscal Services include preparing and managing the agency's budget, procurement of goods and services, and all general accounting functions. In addition, the division manages vehicles, contracts, leasing, assets and records in conjunction with other state departments. The work of the Fiscal Services staff is governed by outside sources, as well as the policies and procedures of the BOP. Compliance with the rules and directives of the Department of Finance & Administration, the Comptroller of the Treasury and the Department of General Services is critical to maintaining a strong fiscal reputation within state government. Fiscal Services staff members hold themselves to high standards of accountability for state resources and compliance with state rules and regulations and work to promote those standards throughout the agency.

Human Resources: The Human Resources (HR) Division is responsible for the agency's most valuable asset – its workforce. The division manages a wide range of human resources functions and activities. This includes workforce planning and employment, compensation and payroll, benefits, employee relations, family medical and special leave, training and development, and performance management. HR assists employees with other state administered programs, such as employee assistance (EAP), mediation, worker's compensation, sick leave bank, and retirement. The division is further responsible for ensuring agency and state policy compliance, as well as compliance with Title VI and Title VII reporting requirements set by the TN Human Rights Commission and Department of Human Resources. This division also offers strategic consultation to leadership regarding position, classification, and salary structures. HR strives to be proactive in assisting the agency in effectively managing its workforce, maintaining a positive work culture and environment, while serving as an essential resource for all employees.

Information Systems: There are four Strategic Technology Solutions (STS) staff dedicated to the Board of Parole. STS staff are responsible for providing applications, systems, and technical support to meet the agency's business goals. STS staff are also responsible for the creation, development, and maintenance of the paperless parole system.

Internal Auditor: The BOP's Internal Auditor helps to ensure that proper controls, governance, and risk management processes are in place. It is an independent activity that can report objective findings and recommend measures for corrective action.

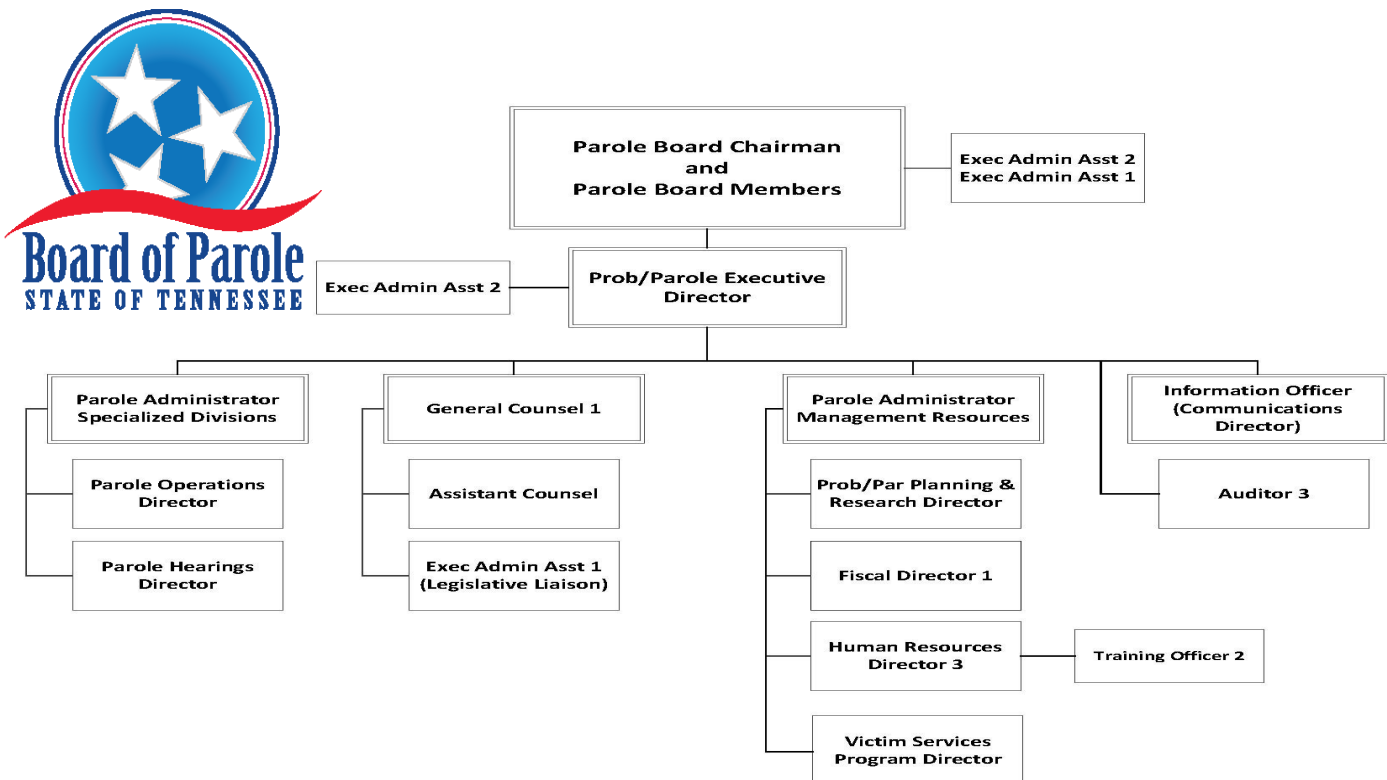
Legal: The General Counsel's duties include providing legal support to the Board to revise policies, procedures and regulations to ensure they are consistent with court decisions, statutes and state rules; reviewing parole hearing decisions for legal sufficiency and working with the Office of the Attorney General for defense of the Board in litigation. The General Counsel provides real-time assistance to hearing officials as legal issues arise in hearings and advises them on compliance with court orders regarding inmate hearings. The General Counsel assists in training hearing officials in the conduct of parole hearings and provides legal updates as necessary. Duties also include review of all proposed legislation and fiscal notes, and responding on the Board's behalf to communications from inmates, victims, victims' advocates, attorneys, district attorneys, legislators and other stakeholders.

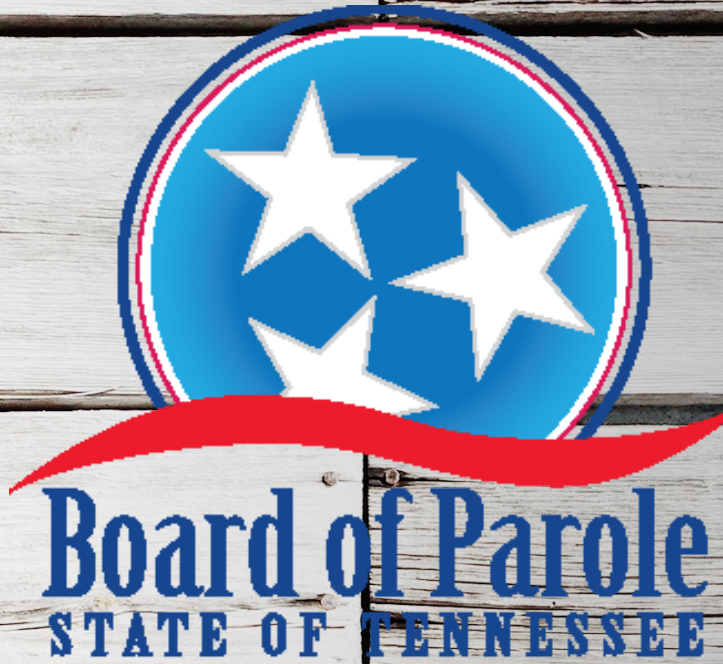
Other Divisions & Organization Chart

Legislative Liaison: Staff of this office attend legislative meetings, advise the General Counsel of any relevant matters, respond to government and constituent requests, represent the BOP on state boards, monitor bills that may affect the agency’s operations, and prepare fiscal notes and bill analysis upon request by the General Assembly.

Research, Policy, and Planning (RPP): This division ensures accurate and timely data is available to Board members, management, hearings officers, and staff in order to promote data-driven decision making and support the Board’s strategic planning process. RPP provides consistent reports on a weekly and monthly basis, as well as more in-depth data analyses on a quarterly and/or annual basis. RPP works with directors and senior management to develop and update BOP policies and agency forms to meet current legal requirements and provide best practice guidance for staff. In addition, this division monitors current criminal justice trends and conducts research requested by the Board or in response to other stakeholder requests.

Training: The Board of Parole provides each employee with training opportunities that support and improve job performance and professional growth. It is the responsibility of the training unit and management to develop and implement training that will ensure compliance with agency policies and allow employees to gain knowledge and techniques to effectively perform their assigned job tasks. Training is used to promote learning opportunities in a diverse work environment. Training is provided in person, through Outlook web applications, via DVDs and webinars, as well as through videoconferencing.





**Safe Communities,
Fewer Victims,
Successful Reentry.**



Tennessee Board of Parole

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