



# COLORADO

## Department of Corrections

Rick Raemisch  
Executive Director

---

# ANNUAL REPORT: CORRECTIONS OFFICER STAFFING LEVELS

A REPORT SUBMITTED TO THE  
COLORADO GENERAL ASSEMBLY  
DUE JANUARY 15, 2015, PURSUANT TO C.R.S. 17-1-115.8

Prepared by

Office of Human Resources

December 2014

## Table of Contents

Overview .....	3
Staffing Levels at each CDOC Correctional Facility.....	4
Staffing Levels at each Private Contract Prison in Colorado .....	5
Staffing Levels for each CDOC Facility and Private Prison Security Level .....	6
Staffing Level Comparisons .....	7

## OVERVIEW

Pursuant to 17-1-115.8, C.R.S., the Colorado Department of Corrections (CDOC) has prepared this report regarding correctional officer staffing levels. The 2014 reported data includes information on the following statutorily required items:

- Staffing levels for corrections officers at each correctional facility and private contract prison in Colorado;
- Staffing levels for corrections officers for each correctional facility security level; and
- A comparison of staffing levels at Colorado correctional facilities and the national standards adopted by the National Institute of Corrections and the American Correctional Association.

In support, the Department proffers the following components:

- Our Vision - “Building a Safer Colorado for Today and Tomorrow”
- Our Mission - “To protect the citizens of Colorado by holding offenders accountable and engaging them in opportunities to make positive behavioral changes and become law-abiding, productive citizens”
- We operate twenty correctional facilities throughout the state inclusive of all security levels 1-5;
- We also establish and monitor outcome measures for four private prison facilities;
- The current number of non-exempt correctional officers within the CDOC is 3,390.
- The current number of correctional officers at the private prisons is 304.

## STAFFING LEVELS AT EACH CDOC CORRECTIONAL FACILITY

In FY 2014, there were 3,390 CDOC employees, classified as non-exempt, providing correctional security services throughout the state of Colorado. Table 1 summarizes corrections officers by classification level and location. CO I positions are front line officers, CO II positions are supervisors, and CO III positions are unit supervisors.

Table 1. Staffing levels at each CDOC Correctional Facility, FY 2014<sup>1</sup>

Facility	CO I	CO II	CO III	YSC I	Non-exempt Correctional Staff
Arkansas Valley Correctional Facility - AVCF	124	48	15		187
Buena Vista Correctional Center - BVCF/BVMC	138	47	16		201
Centennial Correctional Facility - CCF	141	43	9		193
Correctional Industries - CI	8	1	3		12
Canon Minimum Center - ACC/FMCC/SCC	138	48	20		206
Colorado State Penitentiary - CSP	208	51	22		281
Colorado Territorial Correctional Facility - CTCF	149	52	16		217
Delta Correctional Center - DCC	40	15	8		63
Denver Complex - CCC/DWCF/DRDC	313	104	27		444
Fremont Correctional Facility - FCF	173	73	20		266
Headquarters-Office of Inspector General- Central Transport Unit-SORT-Training Academy (Support Services)	28	21	21		70
Limon Correctional Facility - LCF	139	52	20		211
La Vista Correctional Facility - LVCF	96	28	12		136
Rifle Correctional Center - RCC	16	6	6		28
San Carlos Correctional Facility - SCCF	91	27	10		128
Sterling Correctional Facility - SCF	399	89	55		543
Trinidad Correctional Facility - TCF	58	19	11		88
Youthful Offender System - YOS	72	32	10	2	116
<b>Total</b>	<b>2,331</b>	<b>756</b>	<b>301</b>	<b>2</b>	<b>3,390</b>

YSC I=Youth Services Counselor I

<sup>1</sup> Colorado Department of Corrections Budget Office

## STAFFING LEVELS AT EACH PRIVATE CONTRACT PRISON IN COLORADO

In FY 2014, there were 304 private contract prison employees, classified as non-exempt, providing correctional security services in Colorado. All private prisons are classified as Level 3 security. Table 2 summarizes corrections officers by classification level and location.

Table 2. Staffing Levels at each private contract prison, FY 2014<sup>2</sup>

Private Prisons	CO I	CO II	CO III	Non-Exempt Correctional Staff
Bent County Correctional Facility - BCCF	70.5	15	4	89.5
Crowley County Correctional Facility - CCCF	84.5	16	5	105.5
Cheyenne Mountain Re-Entry Center - CMRC	61	0	5	66
Kit Carson Correctional Facility - KCCC	32	8	3	43
<b>Total</b>	<b>248</b>	<b>39</b>	<b>17</b>	<b>304</b>

---

<sup>2</sup> Colorado Department of Corrections Private Prison Monitoring Unit

## STAFFING LEVELS FOR EACH CDOC FACILITY AND PRIVATE PRISON SECURITY LEVEL

Table 3 represents non-exempt correctional security positions assigned to specific security levels. All private prisons are classified as level 3 security.

Table 3. Staffing Levels for each CDOC Facility and private prison security level, FY 2014<sup>3</sup>

Facility	Corr. Staff	Level 1	Level 2	Level 3	Level 4	Level 5	Supp. Svcs.
Arkansas Valley Correctional Facility - AVCF	187			187			
Buena Vista Correctional Center - BVCF	201						
BVCF				172			
BVMC			29				
Centennial Correctional Facility - CCF	193					193	
Correctional Industries - CI	12						12
Canon Minimum Center - CMC	206						
Arrowhead Correctional Center - ACC							
Four Mile Correctional Center - FMCC			141				
Skyline Correctional Center - SCC		65					
Colorado State Penitentiary - CSP	281					281	
Colorado Territorial Correctional Facility - CTCF	217			217			
Delta Correctional Center - DCC	63	63					
Denver Complex	444						
Colorado Correctional Center - CCC		22					
Denver Women's Correctional Facility – DWCF							
Denver Reception and Diagnostic Center - DRDC						422	
Fremont Correctional Facility - FCF	266			266			
HQ-IGO-CTU-SORT-TA (Support Services)	70						70
Limon Correctional Facility - LCF	211				211		
La Vista Correctional Facility - LVCF	136			136			
Rifle Correctional Center - RCC	28	28					
San Carlos Correctional Facility - SCCF	128					128	
Sterling Correctional Facility - SCF	543						
SCF East			149				
SCF West						394	
Trinidad Correctional Facility - TCF	88		88				
Youthful Offender System - YOS	116			116			
<b>Total</b>	<b>3,390</b>	<b>178</b>	<b>407</b>	<b>1094</b>	<b>211</b>	<b>1418</b>	<b>82</b>
<b>Private Prisons</b>	<b>Corr. Staff</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Supp. Svcs.</b>
Bent County Correctional Facility - BCCF	89.5			89.5			
Crowley County Correctional Facility - CCCF	105.5			105.5			
Cheyenne Mountain Re-Entry Center - CMRC	66			66			
Kit Carson Correctional Facility - KCCC	43			43			
<b>Total</b>	<b>304</b>			<b>304</b>			

<sup>3</sup> Colorado Department of Corrections Budget Office, Private Prison Monitoring Unit, Prison Operations

## STAFFING LEVEL COMPARISONS

A literature review was conducted to identify national standards for staffing levels. Unfortunately, very little information exists regarding staffing patterns or standards. The CDOC Office of Human Resources reviewed National Institute of Corrections' (NIC) publication entitled *Staffing Analysis Workbook for Jails*. After careful analysis of the NIC information, it was determined that the guidelines for staffing jails are not comparable to prison settings, including Colorado's prisons. County jails are staffed to provide services for short term stay, while prisons must manage a large number of offenders with extended incarceration stays. In addition, jails largely hold people awaiting trial while prisons only house convicted offenders, who typically require a high level of services and programs to prepare them for re-entry into society. Lastly, prison inmates are the most serious offenders on the criminal justice continuum; jail inmates who are serving sentences are often convicted of misdemeanors or less serious felonies, while prison inmates generally have lengthy criminal histories with multiple felony convictions.

The American Correctional Association (ACA) provides standards for operating prisons. Only one standard addresses staffing levels, and it does not provide concrete standards. ACA standard 4-4050 references "staffing requirements for all categories of personnel are determined on an ongoing basis to ensure that inmates have access to staff, programs and services."

The Department will continue to explore information regarding national staffing standards and practices as it becomes available.