



COLORADO

Department of Corrections

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ANNUAL REPORT: CORRECTIONS OFFICER STAFFING LEVELS

A REPORT SUBMITTED TO THE
COLORADO GENERAL ASSEMBLY
DUE JANUARY 15, 2016, PURSUANT TO C.R.S. 17-1-115.8

Prepared by

Office of Human Resources

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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 2015 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 (NIC) and the American Correctional Association (ACA).

In support, the Department proffers the following components:

- Our Mission : “Building a Safer Colorado for Today and Tomorrow”
- Our Vision: “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 20 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 3,400; and
- The current number of correctional officers at the private prisons is 308.

STAFFING LEVELS AT EACH CDOC CORRECTIONAL FACILITY

In FY 2015, there were 3,400 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 2015¹

Facility	CO I	CO II	CO III	YSC I	Non-exempt Correctional Staff
Arkansas Valley Correctional Facility - AVCF	124	51	11		186
Buena Vista Correctional Center - BVCF/BVMC	137	49	15		201
Centennial Correctional Facility - CCF	141	40	10		191
Correctional Industries - CI	6	3	8		17
Canon Minimum Center - ACC/FMCC/SCC	138	48	20		206
Colorado State Penitentiary - CSP	209	52	22		283
Colorado Territorial Correctional Facility - CTCF	147	52	16		215
Delta Correctional Center - DCC	40	15	8		63
Denver Complex - CCC/DWCF/DRDC	311	107	28		446
Fremont Correctional Facility - FCF	172	75	17		264
Headquarters-Office of Inspector General-Central Transport Unit-SORT-Training Academy (Support Services)	29	21	17		67
Limon Correctional Facility - LCF	139	59	15		213
La Vista Correctional Facility - LVCF	96	28	12		136
Rifle Correctional Center - RCC	16	6	6		28
San Carlos Correctional Facility - SCCF	101	28	11		140
Sterling Correctional Facility - SCF	399	92	51		542
Trinidad Correctional Facility - TCF	58	19	11		88
Youthful Offender System - YOS	72	33	9	0	114
Total	2,335	778	287	0	3,400

YSC I = Youth Services Counselor I

¹ Colorado Department of Corrections Budget Office

STAFFING LEVELS AT EACH PRIVATE CONTRACT PRISON IN COLORADO

In FY 2015, there were 308 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 2015²

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	87.5	15	5	107.5
Cheyenne Mountain Re-Entry Center - CMRC	64	0	5	69
Kit Carson Correctional Center - KCCC	31	8	3	42
Total	253	38	17	308

² 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 2015³

Facility	Corr. Staff	Level 1	Level 2	Level 3	Level 4	Level 5	Supp. Svcs.
Arkansas Valley Correctional Facility - AVCF	186			186			
Buena Vista Correctional Center - BVCF	201						
BVCF				172			
BVMC			29				
Centennial Correctional Facility - CCF	191					191	
Correctional Industries - CI	17						17
Canon Minimum Center - CMC	206						
Arrowhead Correctional Center - ACC and Four Mile Correctional Center - FMCC			141				
Skyline Correctional Center - SCC		65					
Colorado State Penitentiary - CSP	283					283	
Colorado Territorial Correctional Facility - CTCF	215			215			
Delta Correctional Center - DCC	63	63					
Denver Complex	446						
Colorado Correctional Center - CCC		22					
Denver Women's Correctional Facility - DWCF and Denver Reception and Diagnostic Center - DRDC						424	
Fremont Correctional Facility - FCF	264			264			
HQ-IGO-CTU-SORT-TA (Support Services)	67						67
Limon Correctional Facility - LCF	213				213		
La Vista Correctional Facility - LVCF	136			136			
Rifle Correctional Center - RCC	28	28					
San Carlos Correctional Facility - SCCF	140					140	
Sterling Correctional Facility - SCF	542						
SCF East			149				
SCF West						393	
Trinidad Correctional Facility - TCF	88		88				
Youthful Offender System - YOS	114			114			
Total	3400	178	407	1087	213	1431	84
Private Prisons	Corr. Staff	Level 1	Level 2	Level 3	Level 4	Level 5	Supp. Svcs.
Bent County Correctional Facility - BCCF	89.5			89.5			
Crowley County Correctional Facility - CCCF	107.5			107.5			
Cheyenne Mountain Re-Entry Center - CMRC	69			69			
Kit Carson Correctional Center - KCCC	42			42			
Total	308			308			

³ 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 an NIC publication titled *Staffing Analysis Workbook for Jails*. After careful analysis of the publication, it was determined that its guidelines for staffing jails are not applicable to prison settings, including Colorado's prisons.

County jails are staffed to provide services for short-term stays; prisons must manage a large number of offenders with extended incarceration stays. In addition, the majority of those housed in jails are awaiting trial; prisons only house convicted offenders. These offenders 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; prison inmates generally have lengthy criminal histories with multiple felony convictions.

The ACA provides standards for operating prisons. Only one standard addresses staffing levels, and it does not provide concrete standards. According to ACA Standard 4-4050, "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.

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