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ANNUAL REPORT: CORRECTIONS OFFICER STAFFING LEVELS

A Report Submitted to the
Colorado General Assembly
Due January 15, 2018, pursuant to C.R.S. 17-1-115.8

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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 2017 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 three private prison facilities;

- The current number of non-exempt correctional officers within the CDOC is 3,447.

- The current number of correctional officers employed by the private prisons is 397.

STAFFING LEVELS AT EACH CDOC CORRECTIONAL FACILITY

In FY 2017, there were 3,447 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 Facility for FY 2017 [1]			
Facility	*CO I*	*CO II*	*CO III*	*Non-exempt Correctional Staff*
Arkansas Valley Correctional Facility (AVCF)	123	47	15	185
Buena Vista Correctional Center (BVCC/BVMC)	136	48	18	202
Centennial Correctional Facility (CCF)	148	38	14	200
Correctional Industries (CI)	20	2	8	30
Canon Minimum Center (ACC/FMCC/SCC)	138	48	20	206
Colorado State Penitentiary (CSP)	200	44	23	267
Colorado Territorial Correctional Facility (CTCF)	149	52	16	217
Delta Correctional Center (DCC)	41	16	8	65
Denver Complex (CCC/DWCF/DRDC)	321	107	29	457
Fremont Correctional Facility (FCF)	176	68	21	265
Headquarters/Office of Inspector General/ Central Transport Unit/SORT/Training Academy	27	20	23	70
Limon Correctional Facility (LCF)	141	55	18	214
La Vista Correctional Facility (LVCF)	88	27	11	126
Rifle Correctional Center (RCC)	16	6	6	28
San Carlos Correctional Facility (SCCF)	108	30	11	149
Sterling Correctional Facility (SCF)	417	89	55	561
Trinidad Correctional Facility (TCF)	63	17	11	91
Youthful Offender System (YOS)	72	31	11	114
Total	**2,384**	**745**	**318**	**3,447**

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[1] Colorado Department of Corrections Budget Office, Prison Operations

STAFFING LEVELS AT EACH PRIVATE CONTRACT PRISON IN COLORADO

In FY 2017, there were 397 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 2017[2]				
Private Prisons	*CO I*	*CO II*	*CO III*	*Non-Exempt Correctional Staff*
Bent County Correctional Facility (BCCF)	115	19	4	138
Crowley County Correctional Facility (CCCF)	127	20	5	152
Cheyenne Mountain Re-Entry Center (CMRC)	95	6	6	107
Total	**337**	**45**	**15**	**397**

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[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 2017							
Facility	*Corr. Staff*	*Level 1*	*Level 2*	*Level 3*	*Level 4*	*Level 5*	*Supp. Svcs.*
Arkansas Valley Correctional Facility (AVCF)	185	-	-	185	-	-	-
Buena Vista Correctional Center (BVCC/BVMC)	202	-	-	-	-	-	-
BVCC	-	-	-	173	-	-	-
BVMC	-	-	29	-	-	-	-
Centennial Correctional Facility (CCF)	200	-	-	-	-	200	-
Correctional Industries (CI)	30	-	-	-	-	-	30
Canon Minimum Center (ACC/FMCC/SCC)	206	-	-	-	-	-	-
ACC/FMCC	-	-	174	-	-	-	-
SCC	-	32	-	-	-	-	-
Colorado State Penitentiary (CSP)	267	-	-	-	-	267	-
Colorado Territorial Correctional Facility (CTCF)	217	-	-	217	-	-	-
Delta Correctional Center (DCC)	65	65	-	-	-	-	-
Denver Complex (CCC/DWCF/DRDC)	457		-	-	-	-	-
CCC	-	23	-	-	-	-	-
DWCF	-	-	-	-	-	244	-
DRDC						190	
Fremont Correctional Facility (FCF)	265	-	-	265	-	-	-
Limon Correctional Facility (LCF)	214	-	-	-	214	-	-
La Vista Correctional Facility (LVCF)	126	-	-	126	-	-	-
Rifle Correctional Center (RCC)	28	28	-	-	-	-	-
San Carlos Correctional Facility (SCCF)	149	-	-	-	-	149	-
Sterling Correctional Facility (SCF)	561	-	-	-	-	-	-
SCF East	-	-	209	-	-		-
SCF West	-	-	-	-	-	352	-
Trinidad Correctional Facility (TCF)	91	-	91	-	-	-	-
Youthful Offender System (YOS)	114	-	-	114	-	-	-
Headquarters/Office of Inspector General/ Central Transport Unit/SORT/Training Academy	70	-	-	-	-	-	70
Total	**3,447**	**148**	**503**	**1,080**	**214**	**1,402**	**100**

Private Prisons	*Corr. Staff*	*Level 1*	*Level 2*	*Level 3*	*Level 4*	*Level 5*	*Supp. Svcs.*
Bent County Correctional Facility (BCCF)	138	-	-	138	-	-	-
Crowley County Correctional Facility (CCCF)	152	-	-	152	-	-	-
Cheyenne Mountain Re-Entry Center (CMRC)	107	-	-	107	-	-	-
Total	**397**	**-**	**-**	**397**	**-**	**-**	**-**

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[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 the National Institute of Corrections' (NIC) publication *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.