



COLORADO

Department of Corrections

DEAN WILLIAMS
EXECUTIVE DIRECTOR

CORRECTIONAL OFFICER STAFFING LEVELS ANNUAL REPORT

A REPORT SUBMITTED TO THE
COLORADO GENERAL ASSEMBLY
DUE JANUARY 15, 2020, PURSUANT TO C.R.S. 17-1-115.8

*PREPARED BY THE OFFICE OF HUMAN RESOURCES
AND THE OFFICE OF PLANNING AND ANALYSIS
JANUARY 2020*

TABLE OF CONTENTS

OVERVIEW	1
STAFFING LEVELS AT EACH CDOC CORRECTIONAL FACILITY	2
STAFFING LEVELS AT EACH PRIVATE CONTRACT PRISON	3
STAFFING LEVELS FOR EACH CDOC FACILITY AND PRIVATE PRISON SECURITY LEVEL	4
STAFFING LEVEL COMPARISONS	5
APPENDIX A	6

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 Fiscal Year (FY) 2019 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 20 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 3,437.
- The current number of correctional officers employed by the private prisons is 436.

STAFFING LEVELS AT EACH CDOC CORRECTIONAL FACILITY

On June 30, 2019, there were 3,437 CDOC employees classified as non-exempt, providing correctional security services throughout the state of Colorado. **Table 1** summarizes correctional officers by classification level and location. CO I positions are front line officers, CO II positions are work leads and CO III positions are supervisors.

TABLE 1				
Staffing Levels at Each State Correctional Facility as of June 30, 2019				
Facility	CO I	CO II	CO III	Non-Exempt Staff
Arkansas Valley Correctional Facility - AVCF	124	46	17	187
Buena Vista Correctional Complex - BVCF/BVMC	135	47	19	201
Canon Minimum Center - ACC/FMCC/SCC	137	49	22	208
Centennial Correctional Facility - CCF	136	42	13	191
Colorado State Penitentiary - CSP	198	48	25	271
Colorado Territorial Correctional Facility - CTCF	149	50	17	216
Delta Correctional Center - DCC	42	15	8	65
Denver Complex - CCC/DWCF/DRDC	310	110	25	445
Fremont Correctional Facility - FCF	179	64	23	266
La Vista Correctional Facility - LVCF	96	28	10	134
Limon Correctional Facility - LCF	140	55	19	214
Rifle Correctional Center - RCC	14	7	7	28
San Carlos Correctional Facility - SCCF	108	30	11	149
Sterling Correctional Facility - SCF	415	89	57	561
Trinidad Correctional Facility - TCF	60	18	14	92
Youthful Offender System - YOS	72	32	11	115
Total	2,315	730	298	3,343

Note: Data obtained from the Colorado Department of Corrections Budget Office and Prison Operations

STAFFING LEVELS AT EACH PRIVATE CONTRACT PRISON

On June 30, 2019, there were 436 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 correctional officers by classification level and location.

TABLE 2				
Staffing Levels at Each Private Contract Prison as of June 30, 2019				
Private Prisons	CO I	CO II	CO III	Non-Exempt Staff
Bent County Correctional Facility - BCCF	138	22	6	166
Cheyenne Mountain Re-Entry Center - CMRC	116	12	7	135
Crowley County Correctional Facility - CCCF	105	24	6	135
Total	359	58	19	436

Note: Data obtained from the 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 Facility/Prison Security Level as of June 30, 2019							
CDOC Facility	Correctional Staff	Level 1	Level 2	Level 3	Level 4	Level 5	Support Services
Arkansas Valley Correctional Facility - AVCF	187			187			
Buena Vista Correctional Complex - BVCC	201						
BVCF				171			
BVMC			30				
Centennial Correctional Facility - CCF	191					191	
Canon Minimum Center - CMC	208						
ACC and FMCC			176				
SCC		32					
Colorado State Penitentiary - CSP	271					271	
Colorado Territorial Correct. Facility - CTCF	216			216			
Correctional Industries - CI	23						23
Delta Correctional Center - DCC	65	65					
Denver Complex	445						
CCC		21					
DWCF and DRDC						424	
Fremont Correctional Facility - FCF	266			266			
La Vista Correctional Facility - LVCF	134			134			
Limon Correctional Facility - LCF	214				214		
Rifle Correctional Center - RCC	28	28					
San Carlos Correctional Facility - SCCF	149					149	
Sterling Correctional Facility - SCF	561						
SCF East			219				
SCF West						342	
Support Services - HQ, IGO, CTU, SORT, TA	71						71
Trinidad Correctional Facility - TCF	92		92				
Youthful Offender System - YOS	115			115			
Total	3,437	146	517	1,089	214	1,377	94
Private Prison	Correctional Staff	Level 1	Level 2	Level 3	Level 4	Level 5	Support Services
Bent County Correctional Facility - BCCF	166			166			
Cheyenne Mountain Re-Entry Center - CMRC	135			135			
Crowley County Correctional Facility - CCCF	135			135			
Total	436			436			

Note: Data obtained from the Colorado Department of Corrections Budget Office, Private Prison Monitoring Unit, and Prison Operations.

STAFFING LEVEL COMPARISONS

The National Institute of Corrections (NIC) acknowledges that there are too many variables, such as physical plant design, level of security, level of programs and activities, and state and local standards and statutes, to recommend a specific officer to inmate ratio. Though the American Correctional Association (ACA) provides expected practices for operating prisons, it does not establish specific officer to inmate ratios, either.

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

Appendix A

Acronym	CDOC Facility/Private Prison
ACC	Arrowhead Correctional Center
AVCF	Arkansas Valley Correctional Facility
BCCF*	Bent County Correctional Facility
BVCC	Buena Vista Correctional Complex (BVCF and BVMC)
BVCF	Buena Vista Correctional Facility
BVMC	Buena Vista Minimum Center
CCC	Colorado Correctional Center (Camp George West)
CCCF*	Crowley County Correctional Facility
CCF	Centennial Correctional Facility
CMC	Canon Minimum Centers (ACC, FMCC, and SCC)
CMRC*	Cheyenne Mountain Re-Entry Center
CSP	Colorado State Penitentiary
CTCF	Colorado Territorial Correctional Facility
DCC	Delta Correctional Center
DRDC	Denver Reception And Diagnostic Center
DWCF	Denver Women's Correctional Facility
FCF	Fremont Correctional Facility
FMCC	Four Mile Correctional Center
LCF	Limon Correctional Facility
LVCF	La Vista Correctional Facility
RCC	Rifle Correctional Center
SCC	Skyline Correctional Center
SCCF	San Carlos Correctional Facility
SCF	Sterling Correctional Facility (SCF East and SCF West)
TCF	Trinidad Correctional Facility
YOS	Youthful Offender System

*Private Contract Prison

FOR MORE INFORMATION, CONTACT:

Office of Planning and Analysis

Department of Corrections

State of Colorado

719-226-4373

doc_opa@state.co.us