



COLORADO

Department of Corrections

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EXECUTIVE DIRECTOR

CORRECTIONAL OFFICER STAFFING LEVELS ANNUAL REPORT

A REPORT SUBMITTED TO THE
COLORADO GENERAL ASSEMBLY
DUE JANUARY 15, 2021, PURSUANT TO C.R.S. 17-1-115.8

PREPARED BY
THE OFFICE OF HUMAN RESOURCES AND
THE OFFICE OF PLANNING AND ANALYSIS
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OVERVIEW

Pursuant to C.R.S. 17-1-115.8, the Colorado Department of Corrections (CDOC) has prepared this report regarding correctional officer staffing levels. The fiscal year (FY) 2020 reported data includes information on the following statutorily required items:

- Staffing levels for correctional officers at each correctional facility and private contract prison in Colorado;
- Staffing levels for correctional 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 is, “Building a safer Colorado for today and tomorrow.”
- Our mission is, “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 two private prison facilities.
- The current number of non-exempt correctional officers within the CDOC is 3,545.
- The current number of correctional officers employed by the private prisons is 301.

STAFFING LEVELS AT EACH CDOC CORRECTIONAL FACILITY

On June 30, 2020, there were 3,545 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, 2020				
Facility	CO I	CO II	CO III	Non-Exempt Correctional Staff
Arkansas Valley Correctional Facility - AVCF	123	46	16	185
Buena Vista Correctional Complex - BVCF/BVMC	137	47	17	201
Canon Minimum Center - ACC/FMCC/SCC	140	44	22	206
Centennial Correctional Facility - CCF	139	35	12	186
Centennial Correctional Facility South- CCFS	101	23	12	136
Colorado State Penitentiary - CSP	207	46	22	275
Colorado Territorial Correctional Facility - CTCF	149	50	17	216
Correctional Industries - CI	12	2	7	21
Delta Correctional Center - DCC	40	15	8	63
Denver Complex - CCC/DWCF/DRDC	313	104	30	447
Fremont Correctional Facility - FCF	176	63	22	261
La Vista Correctional Facility - LVCF	90	27	11	128
Limon Correctional Facility - LCF	139	52	21	212
Rifle Correctional Center - RCC	16	6	6	28
San Carlos Correctional Facility - SCCF	110	29	12	151
Sterling Correctional Facility - SCF	409	88	56	553
Support Services - HQ, IGO, CTU, SORT, TA	30	21	22	73
Trinidad Correctional Facility - TCF	59	17	12	88
Youthful Offender System - YOS	73	31	11	115
Total	2,463	746	336	3,545

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

STAFFING LEVELS AT EACH PRIVATE CONTRACT PRISON

On June 30, 2020, there were 301 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, 2020				
Private Prisons	CO I	CO II	CO III	Non-Exempt Staff
Bent County Correctional Facility - BCCF	138	22	6	166
Crowley County Correctional Facility - CCCF	105	24	6	135
Total	243	46	12	301

Note: Data obtained from the Colorado Department of Corrections Private Prison Monitoring Unit. The Cheyenne Mountain Reentry Center (CMRC) contract ended on February 7, 2020, therefore staffing levels for it have been removed.

STAFFING LEVELS AT EACH CDOC FACILITY AND PRIVATE PRISON BY 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, 2020							
CDOC 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 Complex - BVCC	201						
BVCF				171			
BVMC			30				
Canon Minimum Centers - CMC	206						
Centennial Correctional Facility - CCF	186					186	
Centennial Correctional Facility South - CCFS	136					136	
ACC and FMCC			174				
SCC		32					
Colorado Correctional Industries - CI	21						21
Colorado State Penitentiary - CSP	275					275	
Colorado Territorial Correct. Facility - CTCF	216			216			
Delta Correctional Center - DCC	63	63					
Denver Complex	447						
CCC		24					
DWCF and DRDC						423	
Fremont Correctional Facility - FCF	261			261			
La Vista Correctional Facility - LVCF	128			128			
Limon Correctional Facility - LCF	212				212		
Rifle Correctional Center - RCC	28	28					
San Carlos Correctional Facility - SCCF	151					151	
Sterling Correctional Facility - SCF	553						
SCF East			222				
SCF West						331	
Support Services - HQ, IGO, CTU, SORT, TA	73						73
Trinidad Correctional Facility - TCF	88		88				
Youthful Offender System - YOS	115			115			
Total	3,545	147	514	1,076	212	1,502	94
Private Prison	Corr. Staff	Level 1	Level 2	Level 3	Level 4	Level 5	Supp. Svcs.
Bent County Correctional Facility - BCCF	166			166			
Crowley County Correctional Facility - CCCF	135			135			
Total	301			301			

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

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
CCFS	Centennial Correctional Facility South
CMC	Canon Minimum Centers (ACC, FMCC, and SCC)
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

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