



COLORADO

Department of Corrections

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CORRECTIONAL OFFICER STAFFING LEVELS ANNUAL REPORT

A REPORT SUBMITTED TO THE
COLORADO GENERAL ASSEMBLY
DUE JANUARY 15, 2022, 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) 2021 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 19 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 3,438.
- The current number of correctional officers employed by the private prisons is 301.

STAFFING LEVELS AT EACH CDOC CORRECTIONAL FACILITY

On June 30, 2021, there were 3,438 CDOC employees classified as non-exempt, providing correctional security services throughout the state of Colorado. **Table 1** summarizes correctional officers (CO) by classification level and location. CO I positions are front line officers, CO II positions are work leads, and CO III positions are supervisors. Correctional Intern positions work directly with another non-exempt classified correctional employee for mentoring and on the job training in correctional security services.

TABLE 1					
Staffing Levels at Each State Correctional Facility as of June 30, 2021					
Facility	Correctional Intern	CO I	CO II	CO III	Total
Arkansas Valley Correctional Facility - AVCF		123	46	16	185
Buena Vista Correctional Complex - BVCF/BVMC	4	135	46	17	202
Canon Minimum Center - ACC/FMCC		114	40	20	174
Centennial Correctional Facility - CCF		134	43	13	190
Centennial Correctional Facility South- CCFS		99	25	12	136
Colorado State Penitentiary - CSP		203	48	23	274
Colorado Territorial Correctional Facility - CTCF		147	51	17	215
Correctional Industries - CI		11	2	7	20
Delta Correctional Center - DCC		36	13	8	57
Denver Complex - CCC/DWCF/DRDC		307	100	27	434
Fremont Correctional Facility - FCF		176	66	24	266
La Vista Correctional Facility - LVCF		77	25	10	112
Limon Correctional Facility - LCF		131	44	19	194
Rifle Correctional Center - RCC		17	5	6	28
San Carlos Correctional Facility - SCCF		109	29	11	149
Sterling Correctional Facility - SCF		396	87	56	539
Support Services - HQ, IGO, CTU, SORT, CTA		30	18	21	69
Trinidad Correctional Facility - TCF		44	17	9	70
Youthful Offender System - YOS		79	33	12	124
Grand Total	4	2,368	738	328	3,438

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

STAFFING LEVELS AT EACH PRIVATE CONTRACT PRISON

On June 30, 2021, there were 301 private contract prison employees, classified as non-exempt, providing correctional security services in Colorado. Both 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, 2021				
Private Prisons	CO I	CO II	CO III	Total
Bent County Correctional Facility - BCCF	138	22	6	166
Crowley County Correctional Facility - CCCF	105	24	6	135
Grand Total	243	46	12	301

Note: Data obtained from the Colorado Department of Corrections Private Prison Monitoring Unit.

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. Both private prisons are classified as level 3 security.

TABLE 3							
Staffing Levels for Each Facility/Prison Security Level as of June 30, 2021							
CDOC Facility	Total	Level 1	Level 2	Level 3	Level 4	Level 5	Support Services
Arkansas Valley Correctional Facility - AVCF	185			185			
Buena Vista Correctional Complex - BVCC	202						
BVCF				175			
BVMC			27				
Centennial Correctional Facility	326						
CCF						190	
CCFS						136	
Canon Minimum Center - CMC	174						
ACC and FMCC			174				
Colorado State Penitentiary - CSP	274					274	
Colorado Territorial Correct. Facility - CTCF	215			215			
Correctional Industries - CI	20						20
Delta Correctional Center - DCC	57	57					
Denver Complex	434						
CCC		23					
DWCF and DRDC						411	
Fremont Correctional Facility - FCF	266			266			
La Vista Correctional Facility - LVCF	112			112			
Limon Correctional Facility - LCF	194				194		
Rifle Correctional Center - RCC	28	28					
San Carlos Correctional Facility - SCCF	149					149	
Sterling Correctional Facility - SCF	539						
SCF East			69				
SCF West						470	
Support Services - HQ, IGO, CTU, SORT, CTA	69						69
Trinidad Correctional Facility - TCF	70		70				
Youthful Offender System - YOS	124			124			
Total	3,438	108	340	1,077	194	1,630	89
Private Prison	Total	Level 1	Level 2	Level 3	Level 4	Level 5	Support Services
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. Skyline Correctional Center (SCC) was closed in January 2021, therefore staffing levels for it have been removed.

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 also does not establish specific officer-to-inmate ratios.

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 and FMCC)
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
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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