



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, 2023, 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) 2022 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 3,465.
- The current number of correctional officers employed by the private prisons is 301.

STAFFING LEVELS AT EACH CDOC CORRECTIONAL FACILITY

On June 30, 2022, there were 3,465 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, 2022 | | | | | |
| Facility | Correctional Intern | CO I | CO II | CO III | Total |
| Arkansas Valley Correctional Facility - AVCF | | 123 | 46 | 17 | 186 |
| Buena Vista Correctional Complex - BVCF/BVMC | | 140 | 40 | 19 | 199 |
| Canon Minimum Center - ACC/FMCC/SCC | | 127 | 46 | 24 | 197 |
| Centennial Correctional Facility - CCF | | 134 | 42 | 13 | 189 |
| Centennial Correctional Facility South- CCFS | | 100 | 24 | 11 | 135 |
| Colorado State Penitentiary - CSP | | 205 | 48 | 23 | 276 |
| Colorado Territorial Correctional Facility - CTCF | | 150 | 50 | 17 | 217 |
| Correctional Industries - CI / CANTEEN | | 14 | 4 | 4 | 22 |
| Delta Correctional Center - DCC | | 38 | 14 | 8 | 60 |
| Denver Complex - DRDC/DWCF | | 295 | 89 | 24 | 408 |
| Fremont Correctional Facility - FCF | | 176 | 65 | 22 | 263 |
| La Vista Correctional Facility - LVCF | | 77 | 25 | 10 | 112 |
| Limon Correctional Facility - LCF | | 131 | 47 | 18 | 196 |
| Rifle Correctional Center - RCC | | 16 | 6 | 6 | 28 |
| San Carlos Correctional Facility - SCCF | | 109 | 29 | 11 | 149 |
| Sterling Correctional Facility - SCF | | 396 | 87 | 56 | 539 |
| Support Services - HQ/CTU/CTA/Offender Services/Parole | | 50 | 23 | 21 | 94 |
| Trinidad Correctional Facility - TCF | | 45 | 16 | 9 | 70 |
| Youthful Offender System - YOS | | 78 | 33 | 14 | 125 |
| Grand Total | | 2,404 | 734 | 327 | 3,465 |

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

STAFFING LEVELS AT EACH PRIVATE CONTRACT PRISON

On June 30, 2022, 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, 2022 | | | | |
| 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, 2022 | | | | | | | |
| CDOC Facility | Total | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Support Services |
| Arkansas Valley Correctional Facility - AVCF | 186 | | | 186 | | | |
| Buena Vista Correctional Complex - BVCC | 199 | | | | | | |
| BVCF | | | | 170 | | | |
| BVMC | | | 29 | | | | |
| Centennial Correctional Facility | 324 | | | | | | |
| CCF | | | | | | 189 | |
| CCFS | | | | | | 135 | |
| Canon Minimum Center - CMC | 197 | | | | | | |
| ACC, FMCC, SCC | | 21 | 176 | | | | |
| Colorado State Penitentiary - CSP | 276 | | | | | 276 | |
| Colorado Territorial Correct. Facility - CTCF | 217 | | | 217 | | | |
| Correctional Industries - CI | 22 | | | | | | 22 |
| Delta Correctional Center - DCC | 60 | 60 | | | | | |
| Denver Complex | 408 | | | | | | |
| DWCF and DRDC | | | | | | 408 | |
| Fremont Correctional Facility - FCF | 263 | | | 263 | | | |
| La Vista Correctional Facility - LVCF | 112 | | | 112 | | | |
| Limon Correctional Facility - LCF | 196 | | | 118 | 78 | | |
| Rifle Correctional Center - RCC | 28 | 28 | | | | | |
| San Carlos Correctional Facility - SCCF | 149 | | | | | 149 | |
| Sterling Correctional Facility - SCF | 539 | | | | | | |
| SCF East | | | 68 | | | | |
| SCF West | | | | | | 471 | |
| Support Services - HQ, IGO, CTU, SORT, CTA | 94 | | | | | | 94 |
| Trinidad Correctional Facility - TCF | 70 | | 70 | | | | |
| Youthful Offender System - YOS | 125 | | | 125 | | | |
| Total | 3,465 | 109 | 343 | 1,191 | 78 | 1,628 | 116 |
| 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 |
| 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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