



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, 2024, 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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TABLE OF CONTENTS

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

FINAL DRAFT V4.0

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) 2023 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 3,513.
- The current number of correctional officers employed by the private prisons is 300.

STAFFING LEVELS AT EACH CDOC CORRECTIONAL FACILITY

On June 30, 2023, there were 3,513 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 or specialists.

TABLE 1				
Staffing Levels at Each State Correctional Facility as of June 30, 2023				
Facility	CO I	CO II	CO III	Non-Exempt Staff
Arkansas Valley Correctional Facility - AVCF	124	47	16	187
Buena Vista Correctional Complex - BVCF/BVMC	139	42	19	200
Canon Minimum Center - ACC/FMCC/Beacon at SCC	128	45	25	198
Centennial Correctional Facility - CCF	140	36	13	189
Centennial Correctional Facility South- CCFS	127	29	12	168
Colorado State Penitentiary - CSP	212	42	23	277
Colorado Territorial Correctional Facility - CTCF	154	51	17	222
Correctional Industries - CI	3	1	4	8
Delta Correctional Center - DCC	44	16	8	68
Denver Complex - DWCF/DRDC	294	91	23	408
Fremont Correctional Facility - FCF	181	64	20	265
La Vista Correctional Facility - LVCF	84	26	9	119
Limon Correctional Facility - LCF	143	52	18	213
Rifle Correctional Center - RCC	19	5	6	30
San Carlos Correctional Facility - SCCF	109	30	11	150
Sterling Correctional Facility - SCF	380	85	45	510
Support Services - HQ/CTU/SORT/Off Svc/Parole/TA	50	16	24	90
Trinidad Correctional Facility - TCF	57	19	11	87
Youthful Offender System - YOS	82	29	13	124
Total	2,470	726	317	3,513

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

STAFFING LEVELS AT EACH PRIVATE CONTRACT PRISON

On June 30, 2023, 300 private contract prison employees, classified as non-exempt, provided 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, 2023				
Private Prisons	CO I	CO II	CO III	Non-Exempt Staff
Bent County Correctional Facility - BCCF	111	8	18	137
Crowley County Correctional Facility - CCCF	133	15	15	163
Total	244	23	33	300

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

FINAL DRAFT

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, 2023							
CDOC Facility	Level 1	Level 2	Level 3	Level 4	Level 5	Support Services	Non-Exempt Staff
Arkansas Valley Correctional Facility - AVCF			187				187
Buena Vista Correctional Complex - BVCC							200
BVCF			175				
BVMC		25					
Centennial Correctional Facility - CCF					189		189
Centennial Correctional Facility South - CCFS					168		168
Canon Minimum Center - CMC							198
ACC, FMCC, Beacon at SCC		198					
Colorado State Penitentiary - CSP					277		277
Colorado Territorial Correct. Facility - CTCF			222				222
Correctional Industries - CI						8	8
Delta Correctional Center - DCC	68						68
Denver Complex							408
DWCF and DRDC					408		
Fremont Correctional Facility - FCF			265				265
La Vista Correctional Facility - LVCF			119				119
Limon Correctional Facility - LCF				213			213
Rifle Correctional Center - RCC	30						30
San Carlos Correctional Facility - SCCF					150		150
Sterling Correctional Facility - SCF							510
SCF East		40					
SCF West					470		
Support Services - HQ,CTU, SORT, Off Svc, Parole, TA						90	90
Trinidad Correctional Facility - TCF		87					87
Youthful Offender System - YOS			124				124
Total	98	350	1,092	213	1,662	98	3,513
Private Prison	Level 1	Level 2	Level 3	Level 4	Level 5	Support Services	Non-Exempt Staff
Bent County Correctional Facility - BCCF			137				137
Crowley County Correctional Facility - CCCF			163				163
Total			300				300

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 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.

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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
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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