



Department of Corrections FY 24 Annual Performance Report - November 2024

Wildly Important Goals

The Colorado Department of Corrections (CDOC) has identified several Wildly Important Goals (WIGs) for FY 2023-24 and beyond. For this annual performance report, the Department has updated progress on those goals identified in its FY 2023-24 Performance Plan that capture the Department's WIGs and reflect the overall direction as identified by Department leadership.

Additional detail for these, and other, WIGs is available in the Department's Performance Plan, which may be accessed [here](#). For a visual representation of the Department's WIG progress, please visit the Governor's Dashboard, [here](#).

WIG #1: Decrease staff vacancy rate by 3% by June 30, 2024.

Recruiting and retaining staff remains a top priority for the CDOC and is vital to the effective operation of our agency. It also allows the department to operate at full capacity and deliver crucial programming and services. Decreasing turnover leads to a more efficient and highly skilled workforce. It is critically important the department retains new employees past their 12-month probationary period based on the cost and time spent on recruitment and training. Increasing the number of staff who remain employed past that one-year mark improves facility security and provides a more knowledgeable workforce. Reducing vacancies also improves facility security and increases the likelihood of successful re-entry of incarcerated individuals upon release, which ultimately leads to higher levels of safety for the community.



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WIG #2: Maintain or reduce the one-year return rate from the CY 2018-2020 average of 17% through June 30, 2024

Recidivism is defined as returning to prison or inmate status for new crimes or technical violations within three years of release. A one-year return rate is more effective in showing the immediate effects of current strategies.

Decreasing the recidivism rate will support those reentering society, reduce victimization in our communities, and save taxpayer dollars by utilizing resources more effectively and not incurring the cost of re-incarceration. Success in decreasing recidivism and improving the prison culture was measured by increasing the number of people meeting the criteria for early release, ensuring inmates successfully complete parole, providing Medication Assisted Treatment to inmates re-entering the community, and establishing a Virtual Reality Program to assist in medical and mental health treatment in all of our facilities.

WIG #3: The Department of Corrections will complete a review of agency practices and operations infrastructure in at least 10 areas of operations by June 30, 2024.

Completion of this goal will assist CDOC in bringing the department into the 21st century by addressing the department's tech debt. This resulted in roadmaps that prevented interruptions and breakdowns in service as multiple DOC systems underwent a full scale transformation. A staff wellness application was developed and implemented to provide staff with a multitude of services to assist in everyday life, help with the work/home life balance, and provide access to the best HR and wellness tools and resources 24/7. This goal also helped focus on addressing tech debt, pursuing new opportunities for creating broadband access, communications accessibility, and the reevaluation of our outdated departmental organizational and reporting structures.



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Performance Measures

Decrease staff vacancy rate

Measure	FY23 Actual	Q1 FY24	Q2 FY 24	Q3 FY 24	Q4 FY 24	FY24 Goal
Decrease staff vacancy rate by 3% by June 30, 2024.	22%	19.02%	17.4%	15.92%	15.58%	19%
Hold 55 fast track hiring events by June 30, 2024.	0	14	26	42	58	55
Launch a retiree mentorship program in four facilities with the highest staff turnover rate by June 30, 2024	0	0	0	1	4	4
Reduce the monthly turnover rate at the four facilities receiving staff housing vouchers from 2% to 1% by June 30, 2024	2.00%	2.07%	1.42%	1.92%	3.13%	1.00%
Establish a department-wide Talent Acquisition Group with representatives from all nine divisions by June 30, 2024	0	0	0	9	9	9



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Increase the percent of staff completing the probationary period from 51.7% to 60% by June 30, 2024	52%	53%	56%	57%	61%	60%
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Sustain One-Year Returns

Measure	FY23 Actual	Q1 FY24	Q2 FY 24	Q3 FY 24	Q4 FY 24	FY24 Goal
Maintain or reduce the one-year return rate from the CY 2018-2020 average of 17% through June 30, 2024	17%				17%	<17%
Increase the number of people meeting the criteria for early discharge on parole from 1,012 to 1,200 by June 30, 2024	0	309	612	910	1273	1,200
Increase the percentage of people successfully completing parole from 66.1 to 70% by June 30, 2024	66.1%	62.6%	58.20%	62%	59.6%	70%



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Increase in-facility Medication Assisted Treatment to reach 100 individuals re-entering the community by June 30, 2024.	0	51	121	212	306	100
Establish a Virtual Reality (VR) Program in 5 facilities by June 30, 2024.	0	0	0	5	5	5
Implement a reducing homelessness project scope with the Harvard Government Performance Lab by June 30, 2024, to support successful release of individuals to stable housing upon re-entry.	0	39%	91%	100%	100%	100%

Modernize the Department

Measure	FY23 Actual	Q1 FY24	Q2 FY 24	Q3 FY 24	Q4 FY 24	FY24 Goal
The Department of Corrections will complete a review of agency practices and operations infrastructure in at least 10 areas of operations by June 30, 2024.	0	0	10	10	10	10



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Evaluate and plan remediation for 100% of all existing technical debt by June 30, 2024.	0	10%	25%	50%	100%	100%
Implement the staff wellness application from 0 to 100% by June 30, 2024	0	100%	100%	100%	100%	100%
Expand broadband in four facilities to provide proof of concept by June 30, 2024	0	15%	20%	30%	60%	100%
Increase completion of assigned evaluations in all 9 divisions by June 30, 2024	0	0	9	9	9	9