

**Department of Justice
Judicial Management Division
eCATS Summary Sheet**

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From: Scott Leverty, Deputy Director, Budget Staff, JMD Budget Staff, 950 PENNSYLVANIA AVE NW, WASHINGTON, DC, 20530-0009

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Description: FY 2023 BOP CRPT Q2 Hiring, Staffing and Inmate-to-CO Ratio

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ODAG: 5/3/2023

JMD POC: Toni Johnson



U.S. Department of Justice

Justice Management Division

Washington, D.C. 20530

The Honorable Matt Cartwright
Ranking Member
Subcommittee on Commerce, Justice,
Science, and Related Agencies
Committee on Appropriations
U.S. House of Representatives
Washington, D.C. 20515

Dear Congressman Cartwright:

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328) directs the Federal Bureau of Prisons (BOP) to continue providing quarterly reports on hiring, staffing, and inmate-to-officer ratios. Enclosed is the report for the second quarter.

The Office of Management and Budget does not object to transmittal of this report.

Sincerely,

Jolene Ann Lauria
Acting Assistant Attorney General
for Administration

Enclosure



U.S. Department of Justice

Justice Management Division

Washington, D.C. 20530

The Honorable Jerry Moran
Ranking Member
Subcommittee on Commerce, Justice,
Science and Related Agencies
Committee on Appropriations
United States Senate
Washington, D.C. 20510

Dear Senator Moran:

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328) directs the Federal Bureau of Prisons (BOP) to continue providing quarterly reports on hiring, staffing, and inmate-to-officer ratios. Enclosed is the report for the second quarter.

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Sincerely,

Jolene Ann Lauria
Acting Assistant Attorney General
for Administration

Enclosure



U.S. Department of Justice

Justice Management Division

Washington, D.C. 20530

The Honorable Hal Rogers
Chairman
Subcommittee on Commerce, Justice,
Science, and Related Agencies
Committee on Appropriations
U.S. House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328) directs the Federal Bureau of Prisons (BOP) to continue providing quarterly reports on hiring, staffing, and inmate-to-officer ratios. Enclosed is the report for the second quarter.

The Office of Management and Budget does not object to transmittal of this report.

Sincerely,

Jolene Ann Lauria
Acting Assistant Attorney General
for Administration

Enclosure



U.S. Department of Justice

Justice Management Division

Washington, D.C. 20530

The Honorable Jeanne Shaheen
Chairwoman
Subcommittee on Commerce, Justice,
Science and Related Agencies
Committee on Appropriations
United States Senate
Washington, D.C. 20510

Dear Madam Chairwoman:

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328) directs the Federal Bureau of Prisons (BOP) to continue providing quarterly reports on hiring, staffing, and inmate-to-officer ratios. Enclosed is the report for the second quarter.

The Office of Management and Budget does not object to transmittal of this report.

Sincerely,

Jolene Ann Lauria
Acting Assistant Attorney General
for Administration

Enclosure

**Federal Bureau of Prisons
Inmate to Correctional Officer Ratio
FY 2023 Second Quarter Report**

Legislative Summary

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328), states that the Bureau of Prisons (BOP) should continue following the Joint Explanatory Statement accompanying Public Law 117-103 on the topic “Hiring, Staffing, and Inmate-to-Officer Ratios.” Per this language, “*BOP shall continue to submit quarterly reports on inmate-to-correctional officer ratio as required by the explanatory statement accompanying Public Law 116-93, and to publish these reports on the BOP website. To the extent BOP does not currently record staffing by shift, it is directed to begin doing so and include such metrics in this report by the end of fiscal year 2021. Separately, BOP shall submit a report to the Committees regarding any incident involving the use of deadly force at an institution with a staffing ratio greater than 15:1, explaining any role staffing levels may have played in the incident, and describing a detailed plan to prevent recurrence of such incidents.*”

The following report is provided to address the request for inmate-to-correctional officer ratios for the second quarter of FY 2023.

Report

During the second quarter of FY 2023, there were eight institutions with an inmate-to-correctional officer ratio greater than 15:1. The institutions were FCI Fort Dix, FPC Bryan, FCI Big Spring, FCI Seagoville, FCI Aliceville, FCI Edgefield, FCI Herlong and FCC Lompoc. Additional detail is provided in this report.

The BOP has made the hiring of additional Correctional Officers a system-wide priority, and at seven of the eight institutions staffing has increased during the quarter. However, the inmate population at six of the eight institutions has also increased during the quarter. The BOP continues to strive to maintain the desired levels between inmate populations and staffing at each institution.

This report also includes data on staffing by shift. Many of the by-shift staffing ratios are higher than the institution-level ratios, due to how the different ratios are calculated and the critical need to staff more Correctional Officers during peak operational times.

The overall inmate-to-correctional officer ratio is calculated using the number of on-board Correctional Officers and the number of inmates at the institution. For example, for FCI Fort Dix, there were 208 Correctional Officers on-board and 3,847 inmates as of March 31, 2023, producing the 18.5:1 ratio.

A search of all Report of Incidents revealed there was no use of deadly force from January 1, 2023 to March 31, 2023.

The BOP will publish this data on its website: <https://www.bop.gov/>.

Inmate to Correctional Officers Ratio (as of March 31, 2023)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	13.2
		MORGANTOWN	9.7
	LOW		
		ASHLAND	10.9
	MEDIUM		
		BECKLEY	12.3
		CUMBERLAND	8.8
		GILMER	12.6
		MANCHESTER	8.6
		MCDOWELL	10.7
		MEMPHIS	12.1
	HIGH		
		BIG SANDY	7.0
		LEE COUNTY	6.6
		MCCREARY	7.1
	COMPLEX		
		BUTNER COMPLEX	8.5
		HAZELTON COMPLEX	9.6
		PETERSBURG COMPLEX	11.4
	MEDICAL		
		LEXINGTON	7.8
NORTH CENTRAL			
	MINIMUM		
		DULUTH	11.2
		YANKTON	11.9
	LOW		
		ENGLEWOOD	10.2
		MILAN	10.5
		SANDSTONE	12.7
		THOMSON	0.5
		WASECA	11.6
	MEDIUM		
		GREENVILLE	11.4
		LEAVENWORTH	11.8
		MARION	10.4
		OXFORD	11.6
		PEKIN	12.5
	COMPLEX		
		FLORENCE COMPLEX	5.2
		TERRE HAUTE COMPLEX	7.4
	MEDICAL		
		ROCHESTER	5.1
		SPRINGFIELD	5.0
	DETENTION		
		CHICAGO	6.6

Inmate to Correctional Officers Ratio (as of March 31, 2023)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
NORTHEAST			
	LOW		
		DANBURY	9.8
		ELKTON	14.7
		FORT DIX	18.5
		LORETTO	8.5
	MEDIUM		
		BERLIN	7.4
		FAIRTON	6.2
		LEWISBURG	4.8
		MCKEAN	12.3
		OTISVILLE	9.7
		RAY BROOK	9.6
		SCHUYLKILL	10.9
	HIGH		
		CANAAN	5.8
	COMPLEX		
		ALLENWOOD COMPLEX	6.6
	MEDICAL		
		DEVENS	5.6
	DETENTION		
		BROOKLYN	5.8
		NEW YORK	0.0
		PHILADELPHIA	8.5
SOUTH CENTRAL			
	MINIMUM		
		BRYAN	18.7
	LOW		
		BASTROP	13.1
		BIG SPRING	16.2
		LA TUNA	7.4
		SEAGOVILLE	15.0
		TEXARKANA	12.7
	MEDIUM		
		EL RENO	11.0
		THREE RIVERS	12.3
	COMPLEX		
		BEAUMONT COMPLEX	13.5
		FORREST CITY COMPLEX	14.4
		OAKDALE COMPLEX	9.9
		POLLOCK COMPLEX	9.8
	MEDICAL		
		CARSWELL	8.1
		FORT WORTH	13.5
	DETENTION		
		HOUSTON	7.1
		OKLAHOMA CITY	8.2

Inmate to Correctional Officers Ratio (as of March 31, 2023)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	12.8
		PENSACOLA	10.1
	LOW		
		ALICEVILLE	17.2
		ATLANTA	7.7
		MIAMI FCI	9.8
		TALLAHASSEE	7.4
	MEDIUM		
		BENNETTSVILLE	13.3
		EDGEFIELD	15.7
		ESTILL	1.6
		JESUP	10.3
		MARIANNA	8.9
		TALLADEGA	9.7
		WILLIAMSBURG	13.0
	COMPLEX		
		COLEMAN COMPLEX	9.5
		YAZOO CITY COMPLEX	14.9
	DETENTION		
		GUAYNABO	9.0
		MIAMI FDC	9.8
WESTERN			
	LOW		
		DUBLIN	5.1
		SAFFORD	8.9
		TERMINAL ISLAND	8.8
	MEDIUM		
		HERLONG	15.8
		MENDOTA	11.1
		PHOENIX	10.5
		SHERIDAN	13.3
	HIGH		
		ATWATER	7.2
	COMPLEX		
		LOMPOC COMPLEX	15.5
		TUCSON COMPLEX	5.6
		VICTORVILLE COMPLEX	8.7
	DETENTION		
		HONOLULU	4.2
		LOS ANGELES	5.7
		SAN DIEGO	6.4
		SEATAC	9.8

*As of March 31, 2023, there were 101 Camp Inmates at FCI Estill. Only Camp inmates have returned to FCI Estill. All other inmates were relocated to other BOP facilities due to damages sustained during a tornado in April 2020.

Facilities with Inmate-to-Correctional Officer Ratio Over 15:1

Information on the institutions with a staffing ratio greater than 15:1 during the second quarter of FY 2023 is below. The BOP is actively recruiting and hiring throughout the Bureau and undertaking staff retention efforts. The BOP recently expanded and increased retention incentives to staff eligible to retire as of December 21, 2022. In September 2022, the BOP offered the Correctional Officer job-series to extend to a GS-8. Additionally, the BOP offers recruitment and relocation incentives and has contracted with a consultant to market and brand the BOP to attract more candidates.

- FCI Fort Dix - Low: Inmate population increased by 164 and Correctional Officer staffing increased by nine during quarter two of FY 2023. This resulted in the inmate to Correctional Officer ratio remaining the same at 18.5 to 18.5 (no increase).
- FPC Bryan - Minimum: Inmate population increased by 91 and Correctional Officer staffing increased by two during quarter two of FY 2023. This resulted in an increase of inmate to Correctional Officer ratio from 17.0 to 18.7.0 (1.7 increase).
- FCI Big Spring - Low: Inmate population increased by 11 and Correctional Officer staffing increased by one during quarter two of FY 2023. This resulted in a decrease of inmate to Correctional Officer ratio from 16.3 to 16.2 (0.1 decrease).
- FCI Seagoville - Low: Inmate population increased by 28 and Correctional Officer staffing increased by eight during quarter two of FY 2023. This resulted in a decrease of inmate to Correctional Officer ratio from 15.8 to 15.0 (0.8 decrease).
- FCI Aliceville - Low: Inmate population increased by 25 and Correctional Officer staffing increased by 5 during quarter two of FY 2023. This resulted in a decrease of inmate to Correctional Officer ratio from 17.8 to 17.2 (0.6 decrease).
- FCI Edgefield - Medium: Inmate population decreased by 27 and Correctional Officer staffing increased by nine during quarter two of FY 2023. This resulted in a decrease of inmate to Correctional Officer ratio from 17.2 to 15.7 (1.5 decrease).
- FCI Herlong - Medium: Inmate population increased by 58 and Correctional Officer staffing decreased by four during quarter two of FY 2023. This resulted in an increase of inmate to Correctional Officer ratio from 14.6 to 15.8 (1.2 increase).
- FCC Lompoc - Complex: Inmate population decreased by 273 and Correctional Officer staffing increased by two during quarter two of FY 2023. This resulted in a decrease of inmate to Correctional Officer ratio from 17.2 to 15.5 (1.7 decrease).

Inmate-to-Correctional Officer Ratio by Shift

The system-wide inmate-to-Correctional Officer ratio of 9:1 has a very different meaning in an operational context. Given daily shifts, the number of staff present in an institution varies based on the time of day and the day of the week.

The BOP has six total shifts, including three Weekday and three Weekend shifts. Morning Watch is from 12 a.m. to 8 a.m., Day Watch is from 8 a.m. to 4 p.m., and Evening Watch is from 4 p.m. to 12 a.m.

The following chart lists the Correctional Officer by shift. This information is based on the Correctional Officer Roster as of the end of the second quarter of FY 2023.



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2023**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Alderson FPC	5	14	5	5	7	5
Ashland FCI	19	33	24	19	23	23
Beckley FCI	20	51	35	21	40	32
Big Sandy USP	32	63	46	33	53	46
Butner Med I	19	35	21	19	26	21
Butner Med II	16	51	26	16	30	26
Butner Low	13	27	19	13	18	19
Butner FMC	24	58	33	24	35	29
Cumberland FCI	14	37	23	14	28	21
Gilmer FCI	16	39	25	16	31	25
Hazelton USP	37	74	50	37	50	49
Hazelton FCI	15	40	27	15	29	26
Hazelton SFF	09	20	14	09	15	14
Lee County USP	34	56	51	33	47	43
Lexington FMC	22	59	29	22	34	29
Manchester FCI	14	34	21	14	27	22
McCreary USP	34	63	46	34	55	44
McDowell FCI	22	53	38	22	34	37
Memphis FCI	22	58	35	16	26	27
Morgantown FCI	09	19	11	09	13	11
Petersburg Med	15	45	28	15	32	25
Petersburg Low	17	22	20	17	24	19



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2023**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Chicago MCC	15	35	18	15	20	17
Duluth FPC	05	06	05	05	06	05
Englewood FCI	18	39	23	18	30	22
Florence ADX	31	78	45	32	50	47
Florence USP	26	67	42	25	46	40
Florence FCI	14	43	22	13	27	21
Greenville FCI	14	44	27	13	26	21
Leavenworth USP	19	58	31	19	37	31
Marion USP	20	40	25	20	32	25
Milan FCI	22	48	30	23	34	28
Oxford FCI	19	41	23	19	29	23
Pekin FCI	14	36	21	15	28	21
Rochester FMC	18	40	23	18	24	21
Sandstone FCI	16	36	22	16	23	22
Springfield MCFP	27	73	34	28	43	35
Terre Haute USP	36	85	54	36	58	50
Terre Haute FCI	21	43	28	21	35	28
Thomson A USP	30	99	56	31	59	56
Waseca FCI	12	26	14	13	18	14
Yankton FPC	05	11	06	05	07	05



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2023**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Allenwood USP	27	72	40	27	50	39
Allenwood Med	17	45	24	17	29	24
Allenwood Low	13	31	20	14	20	20
Berlin FCI	13	37	27	13	27	27
Brooklyn MDC	38	95	29	42	53	21
Canaan USP	34	74	46	30	45	38
Danbury FCI	16	32	26	16	26	16
Devens FMC	23	68	35	22	44	32
Elkton FCI	20	45	24	20	30	24
Fairton FCI	16	52	27	16	29	27
Fort Dix FCI	30	74	39	30	50	37
Lewisburg USP	28	43	35	28	43	34
Loretto FCI	14	31	19	14	21	17
McKean FCI	14	34	22	13	25	22
New York MCC	0	0	0	0	0	0
Otisville FCI	15	24	20	17	28	26
Philadelphia FDC	17	40	24	17	28	22
Ray Brook FCI	16	47	32	18	31	28
Schuylkill FCI	15	34	20	15	26	20



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2023**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Bastrop FCI	12	30	19	12	22	19
Beaumont USP	33	71	41	32	47	37
Beaumont Med	15	48	23	15	34	16
Beaumont Low	16	35	24	16	32	18
Big Spring FCI	14	35	19	14	26	19
Bryan FPC	6	14	6	6	9	6
Carswell FMC	20	39	27	20	29	27
El Reno FCI	15	32	26	15	24	24
Forrest City Med	15	50	24	15	29	23
Forrest City Low	16	37	26	18	26	24
Fort Worth FMC	16	38	22	16	26	20
Houston FDC	15	40	24	15	21	19
La Tuna FCI	13	35	18	13	23	17
Oakdale FCC	33	67	47	25	52	44
Oklahoma City FTC	26	53	32	26	31	28
Pollock USP	33	67	48	33	53	33
Pollock FCI	14	44	25	14	31	25
Seagoville FCI	20	38	26	20	31	24
Texarkana FCI	14	32	19	15	27	19
Three Rivers FCI	14	36	24	14	28	22



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2023**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Aliceville FCI	17	53	30	17	39	30
Atlanta USP	28	65	42	27	39	42
Bennettsville FCI	17	47	29	17	33	29
Coleman USP I	33	71	49	33	52	48
Coleman USP II	33	69	48	33	51	45
Coleman Med	15	50	27	15	32	26
Coleman Low	16	46	30	16	28	30
Edgefield FCI	16	45	33	16	19	31
Estill FCI	07	25	08	07	18	08
Guaynabo MDC	23	47	32	21	33	30
Jesup FCI	22	59	31	22	40	31
Marianna FCI	19	52	28	19	34	28
Miami FCI	16	42	22	16	27	22
Miami FDC	19	47	32	19	30	32
Montgomery FPC	04	15	04	04	07	04
Pensacola FPC	05	17	06	05	09	06
Talladega FCI	16	45	28	16	28	28
Tallahassee FCI	21	49	27	21	29	27
Williamsburg FCI	17	55	29	17	38	29
Yazoo City USP	16	58	30	16	35	30
Yazoo City Med	16	46	26	16	39	26
Yazoo City Low	17	44	30	17	35	30



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2023**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Atwater USP	25	70	44	26	58	45
Dublin FCI	12	29	18	12	19	17
Herlong FCI (12-hour)	15	38	7	15	30	7
Honolulu FDC	12	31	18	12	19	18
Lompoc USP (Med) (12-hour)	1	44	25	N/A*	33	30
Lompoc Low (12-hour)	1	17	12	N/A*	15	12
Los Angeles MDC	15	36	22	14	24	22
Mendota FCI	15	36	27	16	31	26
Phoenix FCI	17	44	23	17	30	23
Safford FCI	12	30	16	12	18	13
San Diego MCC	17	37	22	16	24	23
SeaTac FDC	15	31	35	15	24	20
Sheridan FCI (12-hour)	1	31	25	1	31	24
Terminal Island FCI	34	68	49	34	51	44
Tucson USP	11	25	23	11	22	17
Tucson FCI	27	55	43	26	50	38
Victorville USP	30	61	43	30	34	43
Victorville I	15	37	26	15	23	26
Victorville II	14	40	26	14	24	26

* The following institutions are utilizing 12-hour shifts to cover all posts: FCI Herlong, FCC Lompoc, FCI Sheridan